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Medical Aspects of Veteran Reemployment¹

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THERE are some who think of veteran reemployment as a problem with such a myriad of variables and uncertainties that it will require some supermathematician to come along and solve it for us. Some of us may be wasting time wondering what the government has in mind, what governmental edicts or fiat will be issued, what present laws mean, how they can be interpreted, and in some very few instances, what loopholes can be found that will allow us to evade our obligations.

AN ENTHUSIASTIC APPROACH

If we approach the situation with this attitude of evasion or waiting for governmental guidance, we are sticking our necks out, inviting more government agency control than ever, more directives and even a whole host of new laws. Reemployment of the veteran can and should be approached with enthusiasm and wholehearted good will. These boys who entered Military Service to save our skins are entitled to a real job when they return—not because of any governmental edict but because we, as appreciative citizens and fair-minded executives, should be only too glad to help put them back on their feet again as useful, constructive members of society.

We must realize that these are the young men who must carry on our business when we pass on—who must develop the brains and the skills that are necessary to keep the wheels going when we old men are retired or are arguing with St. Peter. Our thoughts should not be: "Do we have to take these fellows back?" but rather: "By gosh, we are glad to have them back—

now, where can they be most effectively placed?"

Again, too many of us are thinking in terms of *postwar* veteran reemployment—something that is going to happen months or even years from now. All of us must realize that the veteran is returning to us now, today and tomorrow. It has been and will be a continuing proposition. There isn't going to be a line of demarcation between "this is war" and "this is postwar."

PROCESS IS ON

In a great many concerns, as many as 20% of their veterans have already returned, and such returns will continue at an ever-increasing rate. Army spokesmen have stated that more veterans of this war have already been mustered out of service to date than were inducted in the first World War, and that by the end of the war a total of at least 18 million men will have been returned to private life. Today is the day that we should plan to be ready adequately to take care of the veteran. Just keep in mind that on November 1, 1918, ten days before the armistice of World War I was signed, official pressure was brought on a committee headed by Mr. Bernard Baruch to exclude postwar planning for the veteran because it might interfere with the war effort. We are all familiar with the shameful results of that point of view.

There is a definite problem (if we want to call it such) as to how we are going to orient the returned veteran. However, this problem can be serious only if we fail to face it squarely, without delay, and to make plans to overcome it. It can be solved if we approach it in an orderly, rational way, just as we would handle any other business problem that confronts us.

I feel that some "honest-to-God" thinking and effort while there is still time, with the object of placing each veteran according to his qualifications or limitations in a job that he can do efficiently and happily, will enable all of us to lick the problem and at the same time make each returned veteran an asset to the business.

JOBS FOR THE DISABLED

A great deal of the worrying along these lines has dealt with the disabled veteran. It is quite possible that all veterans can be classified as disabled to some extent; i.e., disabled from the standpoint that they must adjust themselves to an environment far different from that which they have encountered for the past several years.

This sort of disability, even in the non-physically disabled, can become very serious if not properly handled. What is going to happen to the bright young office boy of three years ago who has gone through officers' training camp, been commissioned, led his men through all kinds of strife, rigors, turmoil and successes and returned to you with the rank of a captain? Can you return him to an office boy's job and will he become adjusted to such a situation? Or will you make him a vice president? Does the ability to lead men in battle and in the business of killing make him capable of performing a much higher type of work in your business?

This kind of a case needs a lot of thought. Of course, the young engineer who has taken further courses in engineering and has had an unusual and extensive experience in military engineering problems is a much easier case to solve than the office boy-captain.

A large number of returning veterans are physically disabled: the men with one

¹Address delivered before a round-table session at the 28th Annual Meeting of THE CONFERENCE BOARD, held at the Waldorf-Astoria Hotel, New York City, May 18, 1944.

arm, one leg, one eye, partially deaf, or with some organic ailment. I do not feel that the placement of these men presents an insurmountable problem. It may be that an extensive reorganization of your plant must be instituted and that previously conceived physical standards must be modified.

There are many jobs that a one-legged man can do and which two-legged men are doing at present. It should be possible to assign the two-legged men to do two-legged jobs and to replace them with the one-legged men. A great many inspectors' jobs can be easily handled by one-armed men.

WHERE THE DISABLED EXCEL

Last week I talked to a midwestern munitions manufacturer. He made the startling statement that, in some jobs, persons partially deaf could do 20% more work than a person with normal hearing could do. It is not really illogical when you realize that a noisy machine shop irritates and grates on the nerves of the average worker. The deaf man just doesn't hear these noises. Also, it often happens that when people lose one sensory ability, the other senses become much keener. The vision of the deaf man is apt to be unusually keen even as the feeling sense becomes more acute in the blind man. There is a constructive and productive job for every one of these workers if an honest and intensive effort is made to find it.

It is pretty generally conceded that approximately 30% of the returning disabled veterans are classed as psychoneurotics. This proportion will very likely increase as the war becomes more intense. Presently we are dealing for the most part with neurotics who have not encountered battle conditions. In the main, they are men who have not been able to stand the strain of military regimen during the period of training. In fact, I am not so sure that, in most instances, they are very much different mentally now than when they left our employment to enter the Service.

ALWAYS SOME MALADJUSTED

A prominent neurologist, a few years ago after an extensive investigation, made the statement that 20% of all workers had some degree of psychoneurosis, and a much higher percentage showed mental reactions indicating inability to adjust themselves to their jobs under all conditions. Incidentally, executives were not excluded in his estimate that one out of five workers is mentally unstable.

These conditions cover the wide range of mental aberrations found in a cross section of any large group of people. It includes the hypochondriac, the incurably

homesick, those unable to adjust to regimentation, those poorly placed by the military, the malingerer, the plain stupid individual, and finally those with dormant low-grade insanity that has become obvious after a precipitating rigorous set of unusual circumstances. These cases need careful study, fine screening, and special treatment.

Let us not approach this on the basis that we may finally have so many nuts in the company that we will wind up with a nut house rather than a bolt house. I doubt very much that there will be many more psychopaths after this war than at any other time. War has acted as a precipitating factor to bring out the mentally unstable. However, in most instances, it is quite possible this would have resulted in time in any case after some crisis in the individual's civilian life.

ROLE OF PERSONNEL OFFICER

The question naturally arises—what can we do about all this?

My suggestion is to plan your organization right now to handle the situation. It is not a one-man job nor a one-department job. It is a job for all of us.

Specifically, the personnel department, the medical department and the supervisory force must work together. A well-trained personnel officer must act as the welcoming official. It would be well if this individual were a veteran himself, and, even better, a veteran with combat service. He must screen these people, be capable of ascertaining their abilities, their capabilities, their desires, their hopes and their mental reactions. He should be the one who informs the bright young man who is now a captain that he is going to be returned to his old job, but that, if he can *take it* and if the experience he has gained is found to be worth while to the company, promotions will come along just as rapidly as he shows merit and vacancies occur.

Of course, this means a constant follow-up to see that the veteran is properly placed—six months, one year, two years, and so on, after his return. Close follow-up of the progress of all such veterans may reveal an unusually fine executive, who, if properly developed, could really do a constructive job, and will prevent the situation where such men remain sitting as a second-grade clerk at desk 14.

In large companies, one or more men should be assigned solely for the purpose of such follow-ups. Further, the personnel man has the duty of screening the disabled veteran, and in conjunction with the medical man, works out just what job the particular individual will fit.

The so-called "psychoneurotic" may

necessitate many conferences held between the medical man, the supervisor and the personnel worker. Proper investigation of the condition and particularly the underlying factors of the condition, with an evaluation of his job fitness, should result in placement in a constructive job. Many so-called "psychoneurotics" would be better diagnosed if their ailments were given the names "homesickness," "chronic lame back," "constitutionally unable to stand physical strain." They are not mental cases and can be returned to jobs where their "neuroses" have no bearing.

Under no circumstances should a discussion of the case make the fellow feel that he is a nut, and certainly his fellow workers should not be made aware of it. The men should be treated as normally as possible and should be returned to their old jobs if there is any possibility of doing so. Of course, there are some real mental pathologies. The doctor can ascertain these and, after further diagnostic opinion, work these out in a special way.

MOST IMPORTANT LINK

I believe that the most important link in this chain is the supervisor. It is the supervisor who must be willing to adjust and rearrange his force so that these physically handicapped veterans can be properly placed. Sometimes it is difficult, and takes quite a bit of thinking and planning to work out the various necessary checkerboard moves. The supervisor should wholeheartedly and enthusiastically be willing to expend this energy and time. In addition, he is the one who is working with the employee all day and therefore he must have understanding, sympathy, tact and a realization that adjustments come slowly. After a person has spent several years living, breathing and working entirely outdoors, it will take more than a few hours to become adjusted to only indoor work.

As changes occur, either for better or for worse, in the veteran's physical condition or mental status, or he shows that he is capable of a higher-grade job or a lower-grade job, the supervisor should consider it his duty to bring this to the attention of those in charge. I cannot emphasize too strongly that supervisors, and I include all degrees of supervisors, play the most important role in veteran adjustment.

It would be worth while to get all the supervisors together, have a frank discussion of the whole situation, make them aware of the various difficulties of veteran reemployment and definitely inform them of your plans and desires in this matter.

One thing which can be done immediately is to set up a chart with all classifi-

cation of jobs, and alongside of each classification the basic physical requirements; particularly, the defects that can be present and still allow the man to do that job. As an example, what particular jobs can be properly performed with only one arm? what machine jobs without acute hearing? what bench jobs that do not require two legs, etc., etc.? Coded physical requirements graphed against the job classification make a very simple chart which can be readily applied.

Quite commonly, when the first veteran who was a key man before going into Service appears for reemployment, we put him into the best job that is open at the time. Some time later the second veteran appears and we suddenly realize that the job which the first man now has should have been held for the second man, in that the last man is much better fitted for he job.

In other words, your plans should be such that key jobs not only should be listed, but there should be a tentative pegging of these jobs for each man in the Service. This entails, of course, correspon-

dence with each veteran, and keeping up to date about his experience in Service, his future plans and his desires. But in this way, round pegs will not be fitted into square holes just because the round peg was demobilized before the square one.

A coherent, practical working committee should consist of the industrial relations director, the medical director, the educational director and the operating manager. These men should first become thoroughly acquainted with problems that will be presented, have the means set up to take care of these problems, and then see that they are made to work.

In small plants, conceivably, it is not possible to have a medical director or an educational director. Certainly these plants can afford someone who is able to handle personnel work. In these instances, the personnel man must take on the cloak of an educational director and at least the vest of a medical director.

The personnel man can be educated to ascertain the signs and symptoms of disability in a gross way. In fact, his line of

questioning may be able to elicit the basic causes of psychoneurosis as well, if not better, than the doctor. He can give much more time to this endeavor than the doctor and, in these cases, time is of the essence. There are plans developing now where some medical schools will set up special courses for laymen to enable them, at least grossly, to ascertain the mental abilities and aptitudes of the veteran and more intelligently to fit him into the job, saving cases beyond their elemental knowledge for the doctor or psychiatric consultant.

Again let me state that the reinstatement and the employment of the returning veteran is a serious problem only if we want to make it so. Accept the basic concept that these men are needed to fulfil the future requirements of your business. Then the "problem of the returning veteran" loses its abstraction, and resolves itself into merely an expansion of the ordinary process of handling, in an orderly and practical way, the adjustment of available manpower to the requirements of competitive business.

Steelworkers' Wartime Expenditures

THE ADDITION to the fund of studies on family disbursements of the "Income and Expenditure Study of Steelworkers' Families for September-November, 1943," conducted by the research department of the United Steelworkers of America, is welcomed by THE CONFERENCE BOARD. While this study is not new, since it was completed in the early part of 1944, the press of other wartime work has previously made it impossible for the Board's staff to review in detail the methods and results used in the study.

PURPOSE OF STUDY

The purpose of the study is outlined in its preface:

"The United Steelworkers of America could not find any government agency with authoritative up-to-date information on the living conditions of industrial workers, and steelworkers in particular. Yet it is of vital concern to know precisely how the people on the production front are living, and the manner in which they have been affected by the war economy. Hence this study was undertaken by the steelworkers' union.

The purpose, which has been fulfilled, was to make an accurate study of the incomes and expenditures of steelworkers' families. Over \$25,000 was expended to collect and analyze the data presented in the following pages, and more than a

quarter of a year was required to complete the work.

There is presented in the following pages the story of the steelworkers and their families in the year of 1943, as shown by their experiences in a representative quarter of the year."

The Board's only regret is that the study did not include all types of steelworkers' families, but only one limited type. The results, therefore, are not typical of all steelworkers' families, but only of those families which fall into the limited scope of the study. It is also regrettable that the study could not have covered a full year's expenditures as the seasonal influence of the September-November base for the study is reflected in the expenditures for certain items, notably clothing, fuel and light, and food.

The study was organized with the help of the United States Bureau of Labor Statistics, which has had long experience in this field of endeavor. The questionnaire used was prepared under the direction of the Bureau, and the families to be interviewed were actually selected by a member of the Bureau's staff from the mailing files of the United Steelworkers of America. The methods employed by the field staff in collecting the data were those suggested by the Bureau. Excerpts from a letter by A. F. Hinrichs, Acting Commissioner of Labor Statistics, to Joseph Scanlon, the union's

Acting Research Director, clearly show the feelings of the Bureau toward this study:

"I agree . . . in thinking that the study is well planned and should yield a reliable and unbiased sample.

"We are, of course, not in a position to evaluate the character of the work done by your field workers but we are of the opinion that the plans were well made and that they should not have any serious difficulty in carrying out their assignments."

ITS LIMITED SCOPE

Although this study is a most valuable contribution to the mass of data already available on disbursements of family income since it provides a recent picture of the wartime living habits of the families of workers in America's largest heavy industry, the planners of this study limited it to that small segment of the steelworkers' families, in the expenditure portion of the study, which met the following requirements:

"1. The steelworker has been employed in the steel industry for the three months covered, although he may not have worked steadily due to illness or other reasons.

"2. The steelworker's earnings represent at least 90% of total family income.

"3. The steelworker has two or more de-

pendents living at home, of which at least one is a child under sixteen.

"4. The steelworker does not spend more than \$5 a month on dependents living away from home.

"5. The steelworker's household is independent and does not include roomers, boarders, or adult relatives who manage their own finances separately."

For the study to be generally representative of steelworkers' families, criterion No. 1 is a necessity. Criterion No. 4 limits the sample slightly, but prevents distortion and is therefore of value. Criterion No. 5 limits the number of families included by excluding those families which enjoy additional income from roomers and boarders without engaging in the operation of a real rooming or boarding house. In the study of "Money Disbursements of Wage Earners and Clerical Workers, 1934-36"¹ (hereafter called the Money Disbursements study), over 16% of the families had boarders and the average income of all families from this source was 2% of their gross income. With wartime housing problems, it is likely that there are more boarders today, paying higher average rents, with the result that this source of income is undoubtedly of greater importance today than in 1934-1936.

Criterion No. 3 greatly confines the study by eliminating all families of less than three from the sample, plus any family in which the children or other dependents are all of adult age. In the Money Disbursements study, this criterion would have eliminated 44% of all the families studied. Criterion No. 2, in specifying that 90% of a family's earnings had to come from the earnings of the steelworker, is the most limiting of all. A glance at the 1934-1936 study shows that at a time of low employment the average family had 1.41 gainful workers and the chief wage earner accounted for an average of only 84% of total family income. With employment in 1943 at a very high level, the opportunity for more than one member of the household to have jobs in the last half of 1943 far exceeded that of 1934-1936. To this must be added the factor that Criterion No. 3 raises the average size of families included in the sample, thus further enhancing the normal probability of dual earnings in families of such size. The combination of these two factors was undoubtedly the major cause for the elimination of 402 of the 589 families who reported. The remaining sample of 187 families is, as a result, typical of only one type of steelworker's family and represents only about one-third of all families covered by the original sampling.

¹"Money Disbursements of Wage Earners and Clerical Workers, 1934-36," by Faith M. Williams and Alice C. Hanson, Department of Labor. This is the last complete study of the expenditure habits of any large economic group in the United States. Covering 42 large cities in all parts of the country, it is a thorough analysis of the income and expenditures of this great class of people.

Table 1: Distribution of Expenditures

Item	Dollar Expenditures			Percentage Distribution of Expenditures		
	Steelworkers' Study	Money Disbursements Study ¹	Expenditure Study of 1941 ¹	Steelworkers' Study	Money Disbursements Study ¹	Expenditure Study of 1941 ¹
All Items.....	\$2,713	\$1,512	\$2,035	100.0%	100.0%	100.0%
Food.....	962	508	612	35.5	33.5	30.1
Clothing.....	433	160	230	16.0	10.6	11.3
Housing.....	304 ^a	259	363	11.2	17.1	17.8
Fuel and Light.....	228	108	184	8.4 ^a	7.1	9.0
Housefurnishings.....	169	60	101	6.2	4.0	5.0
Other household operations.....	96	58	95	3.6	3.8	4.7
Automobile purchase and upkeep.....	138	87	184	5.1	5.8	9.0
Other transportation.....	60	38	43	2.2	2.5	2.1
Personal care.....	130	30	43	4.8	2.0	2.1
Medical care.....	196	59	91	7.2	3.9	4.5
Recreation.....	7	82	144	0.3	5.4	7.1
Education.....	6	7	17	0.2	.5	.8
Vocation.....	84	6	15	3.1	.4	.7
Community welfare.....	19 ^c	19 ^c	15	0.7	1.3 ^c	.7
Gifts and contributions.....	24	24	97	0.9	1.6	4.8
Other items.....	7	7	7	0.3	.5	.3

¹United States Bureau of Labor Statistics.

^aAlso includes telephone, cleaning supplies and miscellaneous charges such as for garbage collection, usually classified as other household operation expenditures.

^bHousehold help only; other items included in fuel and light.

^cIncludes \$1 for income-tax payments.

The resultant distortion produced is clearly delineated in an excerpt taken from the Money Disbursement study in relation to income and size of family: "When families were classified by income, average size of family was smallest at the lowest income level and largest at the highest income level. This tendency was directly related to the greater number of gainful workers associated with higher family incomes."¹ In the steelworkers' study, the size of the family has been enlarged above the average by the exclusion of small families (Criterion No. 3) and the average income has been reduced below the average (Criterion No. 2). This selection of family has not only reduced the size of the sample and made the result applicable to only a small segment of all steelworkers' families, but has been so done that the families composing the sample are perhaps in the lowest economic group of all steelworkers' families—those with large families and small total incomes.

Thus, in using the results of this study, though the principles involved and the methods used were apparently well within the limits of acceptable statistical procedure, it must be realized that they are typical of only a small portion of all steelworkers' families, those which probably fall into the lower economic strata.

COMPARISON WITH OTHER STUDIES

Since this study is the most recent of its type even though the results are not strictly comparable with those of any previous study, its results should bear comparison with those of other standard works. The Money Disbursements study is the most recent, complete expenditure analysis of

¹⁰p. cit., summary volume, p. 55.

the large segment of the American population into which the steelworkers fall.

In 1942 the Bureau of Labor Statistics undertook a study of "Income and Spending and Saving of City Families in Wartime,"¹ which covered all income and occupational groups of the population. The sample was so chosen that, while it was adequate for showing an over-all picture, it was not sufficiently large to act as a basis for a study of the expenditure habits of any given occupational group of the population or of the population of any given city or region. The results were, however, broken down by the economic level of the families covered. The results of these two studies are compared in Table 1 with those of the steelworkers' study.

More for Food and Clothing

According to this table, the steelworkers' families concerned spent a larger share of their total expenditures for food and clothing than the families covered in the other studies. This is to be expected, as the size of the family is much larger in this study than in either of the other two (4.34 persons as compared with 3.60 in the Money Disbursements study and 3.04 in the 1941 BLS study) and the size of the family has a very direct effect on total clothing and food expenditures. Furthermore, in the fall, the period covered by the study, the majority of families have always made their major clothing expenditures. The estimated annual figure for clothing, therefore, is likely to be somewhat higher than that which would have been obtained

¹"Income and Spending and Saving of City Families in Wartime," Bureau of Labor Statistics, United States Department of Labor.

Table 2: Distribution of Expenditures

Item	Dollar Expenditures				Percentage Distribution of Expenditures			
	Steel Workers' Study	Money Disbursements Study	Expenditure Study of 1941		Steel Workers' Study	Money Disbursements Study	Expenditure Study of 1941	
			\$2,500-\$3,000 Income Group	\$3,000-\$5,000 Income Group			\$2,500-\$3,000 Income Group	\$3,000-\$5,000 Income Group
All Items	\$2,713	\$2,704	\$2,516	\$3,246	100.0%	100.0%	100.0%	100.0%
Food.....	962	837	784	973	35.5	31.0	31.1	30.0
Housing and fuel and light and household operations...	541a	620	568	686	19.9a	22.9	22.6	21.1
Clothing.....	433	388	303	421	16.0	14.3	12.0	13.0
Housefurnishings.....	169	83	153	193	6.2	3.1	6.1	6.0
Transportation.....	138	275	315	423	5.1	10.2	12.5	13.0
Personal care.....	60	59	55	72	2.2	2.2	2.2	2.2
Medical care.....	130	109	115	153	4.8	4.0	4.6	4.7
Recreation.....	196	177	183	263	7.2	6.5	7.3	8.1
Other.....	84	156	40	62	3.1	5.8	1.6	1.9

aIncludes payments on principal of mortgage or down payments on purchase of home which should be classified as savings.

if an entire year's clothing expenditures had been recorded.

The proportion devoted to housing expenditures is considerably less than that in either of the other studies, despite the fact that this figure has been inflated by the inclusion in it of down payments on homes purchased and payments on the principal of mortgages—both of which are investments and should be classified as savings, not expenditures. In the Money Disbursements study, 29.4% of the total expenditure made by home owners on their homes was in the nature of an investment. If the same relationship held (and it is likely to have increased with higher earnings), \$110 of the \$374 spent each year by steelworkers who own or are purchasing their homes would have been in the nature of an investment. The funds which were actual investments would have averaged \$44.66 for all families, thus reducing the average expenditure for housing to \$259 and raising total savings by an equal amount.

The proportion of expenditure going for housefurnishings was higher than in either of the other two studies.

In the sundries category, the most noticeable decline was for transportation. The wartime shortage of automobiles has undoubtedly curtailed the average expenditures of all families throughout the country for this item. Steelworkers, however, own about the same relative number of cars as other wage earners and clerical workers in the country. Medical care and personal care expenditures were relatively the same for steelworkers' families as for the families covered by the other studies. Recreation and miscellaneous expenditures also accounted for about the same proportion in all studies.

As a further comparison, the expenditures recorded in this study are shown alongside the average expenditures for families of the

income groups nearest that of the steelworkers' families to be found in both the Money Disbursements study and the 1941 expenditure study of the Bureau of Labor Statistics.

Table 3: Analysis of Income and Savings

Item	Steelworkers' Study	Money Disbursements Study	Expenditure Study of 1941
Income			
Earnings.....	\$2,830	\$1,460	....
Other.....	84	64	....
Gross income.....	2,914	1,524	\$2,188
Less income taxes...	-210	-1	-22
	2,704	1,523	2,166
Balancing difference ¹ .	+91	-1	+26
	2,795	1,522	2,192
Expenditures.....	2,713	1,511	2,035
Change in assets.....	+82	+11	+157
	\$2,795	\$1,522	\$2,192

¹In compiling this information, an inevitable error occurs between recorded income and disbursements because of the inability of families to recall accurately all of their financial transactions (income and expenditure). In the Money Disbursements study and the 1941 Expenditure study, a 5% and 5.40% difference, respectively, was the maximum allowed on individual reports; the over-all difference was less than 0.1% in the former and 1.0% in the latter. The permissible error in the steelworkers' study was 10% and averaged 3.0%.

Table 2 indicates that steelworkers' families, with the exceptions noted under Table 1, spend their income about the same way as other families in similar income groups did in the previous surveys.

INCOME AND SAVINGS

A study of Table 3 will give an overall picture of the financial position of steelworkers' families today in comparison with the average financial position of families of wage earners and clerical workers in the 1934-1936 study and of all families in the 1941 study.

According to the report of the Steelwork-

ers, their average family had a net decline in assets of \$41 a year. This conclusion was reached by failing to list as savings approximately \$45 of housing expenditures which are really an investment and by failing to classify as savings the payments made on insurance (reputed to be mostly social security payments). Certainly, social security payments, which are payments on the lowest-cost retirement insurance available in the country, cannot be considered as other than a pure investment and savings, which will pay handsome dividends. Thus, with savings properly classified, families in one of the lowest of the steelworkers' economic groups were able to save at the rate of \$82 a year, or 3% of net income, in contrast with \$11, or 0.7% of net income, for all wage earners' and clerical workers' families covered by the 1934-1936 study and \$157, or 7%, for all families in 1941. This is the net increase in assets, after deductions for increased debt, cashed bonds and savings withdrawals.

G. CLARK THOMPSON
Division of Labor Statistics

Necktie Strike

A dispute arose last month over the unwillingness of the ticket sellers at the Union Bus Terminal in Chicago to wear neckties on the job. Following the inability of the company and the ticket sellers to settle the dispute, a strike was declared by the workers who are members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers and Station Employees (AFL).

The Regional War Labor Board of Chicago issued a directive ordering the men to return to work. Both the company and the union agreed to submit the case to arbitration, but in the meantime the ticket sellers went back to work, minus their neckties.

Form Operatic Society

Musicians, dancers, actors and theatrical technicians of all kinds among the employees of the Goodyear Tire and Rubber Company will be given the opportunity to display their talents. The Department of Education and Recreation of the company's Akron plant has announced plans for the formation of the Goodyear-Akron Operatic Society. One of Akron's leading artists will be the general director and conductor.

"Desert Song" has been chosen for the first presentation, to be held early in December. Three performances will be given for employees, their families and their friends. A small admission fee will be charged.

Employee Trust Developments

SEVERAL significant regulations on pension and profit-sharing trusts have been issued by the Bureau of Internal Revenue during the past two months. A brief digest of the more important follows.

EARLY PENSION TERMINATION

A very significant ruling deals with early termination of pension plans. Officials in the bureau were of the opinion that a pension plan might qualify under Section 165 (a) of the Internal Revenue Code and yet be discriminatory in favor of officers, shareholders, supervisory or high-salaried employees if the plan were terminated during the first few years of operation. Mimeograph 5717 outlines the conditions under which pension and annuity plans may be terminated without discriminating in favor of certain employees.

The provisions of the ruling are complicated. It sets up certain tests to determine whether discrimination occurs in the event of early termination. In general, it provides that a plan established after December 31, 1941, will be considered acceptable if, at any time after July 31, 1944, and during the first ten years after its establishment, the employer contributions for the twenty-five highest-paid employees whose anticipated annual pensions are greater than \$1,500 do not exceed for each such participant (A) whichever of the following amounts is the greater: (1) \$20,000 or (2) 20% of the employee's annual compensation or \$10,000, whichever is the lesser, multiplied by the number of years since establishment of the plan; and (B) the full current costs of the plan have been met.

This is the most important section of the ruling which outlines further conditions under which employer contributions may be used for the benefit of highly compensated employees in the event of discontinuance of contributions, termination of employment or retirement during the first ten years of operation of the plan.

These restrictions on employer contributions do not apply so long as the plan is continued and the employee remains a participant.

PROFIT SHARING

The bureau also ruled on several profit-sharing formulas which took years of service into account. In the one case, I.T. 3685, the plan provided for a contribution of 10% of the company's profits, or 15% of the total compensation of all partici-

pants in the plan, whichever was less. Under the distribution formula, the profits were distributed on the basis of one unit for each one hundred dollars of compensation and one unit for each full year of completed service. Under this distribution, participants in the lowest wage-bracket received 15.35% of compensation, while those in the highest bracket participated to the extent of 14.4%. This plan was held to qualify because it did not discriminate.

In the other instance, I.T. 3686, the distribution formula under a profit-sharing plan provided for an allocation of the profits on the basis of each participant's salary, weighted by his years of service, over the total weighted salary of all participants. This weighting resulted in employees in the lowest income-group receiving 3.3% of their compensation as their share of the profits, with the percentage increasing for each higher salary-group until in the highest group the participant received 50% of compensation. This plan was disapproved, as "it is obvious that discrimination is present."

Under ruling PS No. 28, another profit-sharing plan which weighted each participant's share in the profits by length of service was disapproved as discriminatory. The plan provided for company contributions equivalent to 10% of annual profits. The profits were allocated among participants on the basis of one unit for each full \$100 of compensation, limited to a maximum of one hundred compensation units, multiplied by the number of full years of completed service. In allocating the first year's profits on this basis, employees in the lowest wage-bracket participated to the extent of 6.0% of salary, while those with a median salary of \$10,000 received 20% of salary. With a compensation ceiling of \$10,000 on which profits were allocated, the participant in the \$25,000 earnings group derived only 8.8% of compensation. Regardless of this fact, the plan was found to be discriminatory in favor of other highly compensated groups.

Insurance Contracts

Another ruling, PS No. 11, provides that the trustee under a profit-sharing trust may invest a part of the trust fund in insurance contracts. It also permits the trustee to continue the contracts in force from funds in the trust in years when there are no profits. The ruling warned,

however, that if distributions are based upon contributions necessary for predetermined retirement benefits, the arrangement must be treated as a pension plan and not as a profit-sharing plan.

One profit-sharing plan submitted provided for employer contributions equivalent to one-half of one per cent of annual profits, plus an additional amount to be determined arbitrarily by the Board of Directors. Under ruling PS No. 16, it was held that the discretion reserved by the Board of Directors to contribute any amount it saw fit above an inconsequential minimum was in direct contravention of the requirement for a definite formula.

Fixed Compensation Percentage

A profit-sharing plan submitted for approval provided for a company contribution to the trust of 30% of net profits before federal taxes, but in the event that this contribution did not equal 15% of the compensation of the participating employees, the company was to make an additional contribution so that the participants would receive 15% of salary. Under PS No. 24, such a plan was not considered a profit-sharing plan. It was held that if a plan provides for a definite percentage of each participant's compensation, regardless of profits, and that if such contributions are applicable to provide retirement benefits for the participants, it is a pension plan, since the benefits may be determined actuarially.

MISCELLANEOUS PROVISIONS

Under PS No. 22 it was ruled that a stock bonus, pension or profit-sharing plan need not provide for a vesting of interest in participating employees after a reasonable waiting period so long as the lack of vesting rights did not result in discrimination in favor of highly compensated employees. The ruling did not outline the conditions which would prevent such discriminations, stating that "each case must be considered on its own merits."

A partnership may establish a pension plan for its employees, according to PS No. 23. A partner, however, is not an employee and may not participate.

Under PS No. 27, it is ruled that the company may maintain two pension plans simultaneously, provided both plans, considered as a unit, satisfy all the requirements of Section 165 (a) of the Internal Revenue Code, and do not discriminate in favor of officers, stockholders, supervisors or highly paid employees.

F. BEATRICE BROWER
Management Research Division

Table 1: Revised Rate Ranges for 40-Hour Week on Selected Jobs in Two California Regions

Classification	Monthly Range San Francisco Area	Monthly Range Los Angeles Area
Clerical group		
Office boy or girl, messenger, mail clerk, stock boy, etc.	\$100-\$110	\$ 95-\$105
Junior clerk, file clerk B, etc.	105- 125	105- 115
Intermediate clerk, stock room clerk, accounting clerk, billing clerk, payroll clerk, order clerk, file clerk A.	120- 140	120- 140
Senior clerk, shipping clerk, head file clerk.	135- 160	130- 150
Supervising clerk, office manager.	155- 185	145- 175
Typing—stenography group		
Junior typist, junior clerk typist.	105- 115	105- 125
Senior stenographer, senior transcribing machine operator.	135- 155	130- 155
Senior legal stenographer.	155- 185	155- 185
Bookkeeping group		
Senior bookkeeper.	145- 175	150- 180
Senior accountant.	200- 240	205- 245

Wage and Salary Stabilization

THE NEW YORK Regional War Labor Board has directed Waldes Koh-noor, Inc., and the United Electrical and Machine Workers (CIO) to adopt a schedule of rates which includes the following:

Tool and gauge maker A.	\$1.25-\$1.65
Heat treater.	1.25- 1.45
Tool inspector B.	1.14- 1.32
Tool and gauge maker B.	1.04- 1.22
Punch press setup A.	.96- 1.12
Punch press setup B.	.80- .94
Platers A.	.80- .94
Platers B.	.72- .86
Setup trainee.	.65- .78
Raw stock handlers.	.60- .78

The WLB Shipbuilding Commission continued to direct the adoption of specific rates and pay ranges on a wide variety of jobs during the month of August. The Albina Engine and Machine Works, Inc., Portland, Oregon, was directed to use the following hourly rates on supervisory classifications:

General machine superintendent.	\$2.10
General pipe superintendent.	2.10
General carpenter superintendent.	2.10
General boilermaker superintendent.	2.10
Material and time checker leadman.	1.20

The Columbia Shipbuilding and Dry Dock, Inc., Portland, Oregon, and the Metal Trades Council of Portland were directed to adopt a schedule that included the following hourly rates:

Draftsman.	\$1.20
Accountant, senior.	1.20
Time checker, senior.	1.13
Payroll supervisor.	1.04
Time checker, junior.	1.03
Purchasing agent, assistant.	.98
First aid nurse.	.90
Personnel clerk, senior.	.84
Personnel clerk, junior.	.78
Telephone operator.	.74
Office messenger.	.60

BREEZE DECISION

The April decision of the New York Regional board in which rate ranges were directed at Breeze Corporations, Newark, New Jersey, has been overturned by the National War Labor Board in its decision of August 5. In the new decision the corporation and the United Automobile, Aircraft and Agricultural Implement Workers of America, Locals 267, 823, and 871, are directed to put into effect a wage structure consisting of ten labor grades with single rates:

Labor Grade	Rate
I.	\$.75
II.	.78
III.	.82
IV.	.87
V.	.91
VI.	.99
VII.	1.06
VIII.	1.12
IX.	1.20
X.	1.30

The New York board had directed the adoption of rate ranges on the ten labor grades as follows: I, .74-.79; II, .77-.82; III, .79-.86; IV, .82-.91; V, .85-.95; VI, .88-1.00; VII, .97-1.11; VIII, 1.04-1.20; IX, 1.14-1.30; X, 1.23-1.40. Within these ranges there was provision for a plan of automatic pay progression, subject to the right of the company to withhold specified increases for good cause.

The Regional directive was appealed to the National board by the company and on July 26 the appeal was accepted.

In the decision of August 5, the National board determined that in this case single rates would be more appropriate than rate ranges. The single rates were arrived at, in general, by taking for each

labor grade the minimum presented by the company during the proceedings before the Regional board.

WHITE-COLLAR RATES

Last May the San Francisco Regional board voted an increase of \$15 a month across the board in approvable salary ranges¹ for white-collar workers. Application of these rates was ordered suspended by the National board and later on the Regional board was asked to revise the rates to conform with stabilization policy. On August 1, the San Francisco board issued revised pay brackets for the San Francisco and Los Angeles labor market areas.

STOCK OPTIONS

Stock option plans, which offer employees the opportunity to purchase company stock at prices below the market, have been attracting interest recently. These options are considered desirable by some companies in lieu of salary increases, particularly for top-ranking executives.

The Treasury's Salary Stabilization unit issued a ruling on August 15 that the granting of stock options will be considered as the equivalent of a salary payment within the meaning of Executive Order 9250. Accordingly, unless the plan was in effect prior to October 2, 1942, it will be necessary to submit it to the unit for approval. The full text follows:

"The granting of options to employees to buy stock of the employer company is a method frequently adopted for the remuneration of executive employees. Under the provisions of Section 1002.6 of Treasury Decision 5295, remuneration for services in any form or medium whatsoever is considered as falling within the concept of 'salary' or 'salary payments' for the purposes of the Act of October 2, 1943 (Pub. L. No. 729, 77th Cong., 2nd Sess.) as amended.

"Any option to purchase stock granted subsequent to October 2, 1942, to any employee under the jurisdiction of the Commissioner of Internal Revenue, will be deemed to be a salary payment within the meaning of Section 1002.6 of Treasury Decision 5295. The amount of the salary payment resulting from the grant of any such option is to be determined by the difference between the option price and the market price at the time the option is exercised. In the event of a sale of the option prior to its exercise, the sale price of the option or the value of the option on the date of the sale, or the difference between the market value of the shares on the date of the sale of the option and the

¹See article on "Wage and Salary Stabilization" in *The Management Record*, June, 1944.

purchase price of such shares as set forth in the option, whichever is the higher, will determine the amount of the salary payment.

"Any option granted by an employer to an employee which has an ascertainable market value at the time it is given may be treated as a salary payment in the amount of such value. For example, an option to purchase property having a market value of \$10,000 for \$3,000 may be deemed to have an ascertainable market value not in excess of \$7,000.

"The exercise or sale of options to purchase stock which were granted to employees prior to October 2, 1942, does not require approval.

"Correspondence in regard to this mimeograph should refer to its number and the symbols SSU:ADB.

"JOSEPH D. NUNAN, JR.
"Commissioner."

NEW WLB PROCEDURE

A new procedure for handling the general run of voluntary wage applications was announced on August 11 by the Executive Director of the WLB. Under the new procedure the Director of Wage Stabilization has the authority to approve or disapprove voluntary wage applications coming before the National WLB when, in his judgment, they do not involve important or novel questions of wage policy. The full text of the ruling follows:

"(a) The National Wage Stabilization Director is authorized to approve or disapprove those voluntary applications for wage or salary adjustments properly before the National Board which, in his judgment, do not involve questions of sufficient importance or novelty to warrant presentation to the National Board.

"(b) If the National Wage Stabilization Director disapproves the application, or approves a lesser increase than that requested, the applicant or applicants may within fourteen days after the date of issuance of the ruling file with the National War Labor Board a petition for review by that Board of the action of the National Wage Stabilization Director. Upon receipt of such a petition the National Board shall rule upon the application on the basis of the entire record of the case and such other information as may be available to it."

ORDER NO. 37

On August 3, the National War Labor Board issued General Order No. 37, delegating authority to the Secretary of War to establish wage or salary schedules for civilian employees of the War Department in government-owned and -operated facilities in Hawaii. The full text of the order follows:

"The National War Labor Board hereby supplements General Order No. 36 by delegating to the Secretary of War, or to such agency as he may designate, subject to final review by the National War Labor Board, the authority to establish wage or salary schedules for civilian employees of the War Department in the various government-owned, government-operated installations located in the Territory of Hawaii, in accordance with the provisions of the Act of Congress of October 2, 1942, Executive Order 9250 dated October 3, 1942, Executive Order 9328 dated April 8, 1943, the Supplementary Directive of May 12, 1943, and all other Executive Orders and Regulations issued thereunder, subject to the following limitations:

"(a) The June 6, 1944, level of wage and salary rates prevailing in Army installations in the Territory of Hawaii shall be maintained in accordance with the directions subsequently set forth in this Order.

"(b) Exclusive of the Hawaiian Air Depot, the approval of any wage or salary schedules resulting from job reclassifications shall not cause an over-all increase in the job rates as weighted by the number of employees in each job classification in all the establishments to which that schedule is applied, to exceed five per cent.

"(c) Wage rates to be established through job reclassifications for the Hawaiian Air Depot shall be in conformity with the schedules for other War Department installations established in the Territory.

"(d) The rates for any new classifications subsequently created in any War Department installation shall bear the proper relationship to the rates for immediately interrelated job classifications in that installation."

E. S. HORNING
Management Research Division

Largest Suggestion Award

The War Department gave its largest suggestion award, \$2,500, to an employee in the Chicago Ordnance District. The suggestion provided for the salvaging for re-use of partitions from the cartons in which shells were shipped. It is estimated that the government will save \$3,750,000 a year from this idea, for the salvaged partitions are worth \$500 a ton when sold for re-use, whereas they bring only \$23 a ton as scrap. In addition to the money saving, the suggestion, which is now used on a nationwide basis, saves scarce fiberboard formerly sold as scrap.

Trends in Collective Bargaining

Unions Abroad

A report issued by the International Federation of Trade Unions indicates the number of union members affiliated with it in fourteen countries.

The report indicates that foreign trade unions of exiled workers from seven European countries have been functioning in Britain. Membership in 1943 was 4,000

Membership in International Federation of Trade Unions, 1941-1943

In Thousands

Country	1943	1942	1941
Total.....	16,172 ^a	15,081 ^b	13,311
Argentina.....	300 ^c	220	180
Canada.....	264	145	133
China.....	420 ^c	420	420
France.....	120	.....	.....
Great Britain.....	6,024	5,800	5,433
India.....	144 ^c	144 ^c	144 ^c
Mexico.....	530 ^c	530 ^c	530 ^c
Norway.....	20	20	20
New Zealand.....	218	194	170
Palestine.....	136 ^c	132 ^c	125
Sweden.....	1,200 ^c	1,200 ^c	995
Switzerland.....	231	222	217
South Africa.....	120 ^c	120	50
United States.....	6,564	5,954	4,895

^aDoes not include France, which was not readmitted until 1944.

^bNot the exact sum of the items, but as given in the report.

^cEstimates.

Belgian, 400 French, 1,100 Czechoslovakian, 780 German, 720 Austrian, 1,400 Polish, 50 Spanish.

The membership of the South African Trades and Labor Council was "nearly 148,000 in 1943," according to its annual report, but only 120,000 are estimated to be affiliated to the IFTU. Out of over 13 million members claimed by American unions, 6,564,141 are affiliated with the IFTU.

All Types of Seniority

A seniority clause that gives an employee every type of seniority has been negotiated into a collective bargaining agreement between Class B locals of the International Brotherhood of Electrical Workers Union and one of the largest utilities in the United States. Under this clause the company can transfer an employee to a job he is capable of performing without jeopardizing the employee's seniority.

Under this seniority clause, an employee will be regarded as a probationary employee for a period of one year during which he will have no seniority status. At the end of one year of continuous employment, seniority will be retroactive to the

MEMBERSHIP OF 1,535 UNION LOCALS IN CALIFORNIA IN 1943

Source: California Department of Industrial Relations.

Industry	Reporting Locals	Members in Locals Chartered					Total
		Prior to 1910	1910 to 1919	1920 to 1929	1930 to 1939	1940 to 1943	
Manufacturing							
Aircraft, ships and other transportation equipment.....	74	71,470	75,941	.....	120,056	37,759	305,226
Food and tobacco.....	60	7,442	3,712	395	47,960	4,046	63,555
Metals and machinery.....	39	7,151	2,475	120	15,352	5,181	30,279
Lumber and furniture.....	73	2,865	386	.....	12,329	5,481	21,061
Printing and allied trades.....	89	9,295	373	263	2,401	20	12,352
Petroleum, chemicals and rubber.....	23	125	1,185	180	10,109	146	11,745
Textiles and apparel.....	23	2,676	363	2,144	5,532	367	11,082
Miscellaneous manufacturing.....	59	64	142	275	6,817	611	7,909
Total.....	440	101,088	84,577	3,377	220,556	53,611	463,209
Nonmanufacturing							
Building and construction.....	301	43,558	19,936	13,514	43,581	428	121,017
Local transportation and distribution; public utilities.....	68	15,640	1,506	8,163	42,596	5,187	73,092
Trade, wholesale and retail.....	55	5,560	1,680	2,554	49,505	1,120	60,419
Motion pictures, theaters and other entertainment.....	73	13,708	509	8,023	16,342	3,358	41,940
Hotels, eating and drinking places.....	58	17,074	7,757	2,379	9,486	1,112	37,808
Transportation, except local service.....	175	9,042	8,201	8,910	10,944	462	37,559
Miscellaneous services.....	134	10,740	3,610	3,516	14,268	897	33,031
Government service.....	208	3,100	2,957	805	1,223	283	8,368
Miscellaneous nonmanufacturing.....	23	368	117	.....	4,667	361	5,513
Total.....	1,095	118,790	46,273	47,864	192,612	13,208	418,747
Grand total—all industries.....	1,535	219,878	130,850	51,241	413,168	66,819	881,956

date of hiring except where the employee has been hired for a special project that requires more than one year to complete.

Seniority will be recognized first on a department, plant or district basis; second, on a division basis; and, third, on a company-wide basis.

Employees are to be laid off in reverse order of their seniority and will retain their seniority for a period of one year from the date of the layoff. If an employee is rehired during the one-year period, his seniority shall include the layoff period. Employees laid off will be called back in reverse order to the layoff provided they are available, qualified to work, and return to work within two weeks.

An employee transferred from one department to another department, plant, or district will retain his seniority in his former classification until his seniority in the new assignment is equal to that in the old. An employee who is demoted because of incompetence or inability to perform the duties of his assignment will have the least seniority of the employees in his new classification. If an employee is demoted for other reasons he will retain his seniority in his new classification.

When an employee is promoted, the company will determine whether any candidate for promotion is competent to fill the vacancy in a higher classification. If two or more employees are competent the one with the highest seniority will be promoted. Under this agreement, any grievance arising out of promotions will not be subject to arbitration.

California Unions

A survey by the California State Department of Industrial Relations of 1,621 local unions reveals a claimed membership of 895,834. If all the unions had replied to the questionnaire, the number of union members reported would have exceeded 1,000,000. Women unionists constituted less than 5% of union membership in the state in 1943, although some of the unions not reporting may have many women members. The state department of labor cannot get complete union membership figures.

The above table reveals the growth of union locals in California from 1910 to 1943.

Union Shop Stewards

A brass company has incorporated into its union contract with the CIO Mine, Mill and Smelter Workers Union a provision setting forth the status of employees who are elected or chosen as union stewards (or shop chairmen, as they are sometimes called).

The company agrees to recognize as stewards employees who are so certified in writing by the secretary of the local union, and that on each shift which has over 200 employees in each work room, or each work section, no more than one steward will be recognized for each 100 employees on a shift. Two stewards will be recognized for a shift having less than 200 employees. If additional stewards are needed, the matter is to be settled by mutual agreement between the company and the union.

Stewards must be citizens of the United

States or have taken out first papers to become citizens and shall have had at least one year of continuous service with the company. In departments established less than one year, the acceptance of stewards will be a matter of negotiation. A steward's term shall not exceed twelve months, but a steward is eligible for recertification. An employee certified as a temporary steward will not qualify for steward seniority.

The shop committee shall consist of one steward from each division. A steward in whose division a grievance originates shall have the right to call in two additional stewards from his division to help the shop committee adjust the grievance. However, the total certified union representation shall not exceed seven for the hearing of any one grievance.

Stewards are subject to all company rules and shall participate in discussions only between employees and foremen or supervisors where they have been requested to do so by the employee with a grievance.

Transfers

A collective bargaining agreement negotiated between the Fairchild Camera and Instrument Corporation and Local 1217 of the United Electrical Radio and Machine Workers of America (CIO) covers the transferring of employees from one plant to another, or from one shift to another.

The contract states that an employee shall not be transferred without his consent from one plant to another, or from one shift to another, except in an emer-

agency. An employee may, however, be transferred without his consent from one department to another to a job paying the same wage rate and with equal opportunity for promotion. When the employer requests the transfer of an employee from plant to plant or shift to shift, the employee shall have the right to ask his department steward to be present during the discussion involving the terms and conditions of transfer.

Transfer of employees from the third shift to the second or first shift, or from the second to the first shift, shall be made as far as practicable, in accordance with the seniority of employees.

When an officer or executive board member of the union cannot properly perform his duties as a union officer because of his employment on a shift other than the first shift, then the employer shall, at the request of the union, transfer the officer or executive board member of the union to the first shift, within the period of a week. The provision is limited to the president, recording secretary, financial secretary, membership secretary, activities director, legislative director, and plant chairman of the union.

Enforcement of Union Shop

The Ninth Region of the NLRB has directed the Eaton Metal Products Company of Denver, Colorado, to enforce its union shop agreement with the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers (AFL). The union is to be notified by postal card of the name of the employee who is a newly hired employee and the date of his hiring so that it may have an up-to-date record of individual new workers.

New employees hired on or after July 1, 1944, must become union members within thirty days and remain for the life of the contract.

Delinquent members of the union shall be sent a letter by the union advising them that unless they take the necessary steps to place themselves as good-standing members of the union, they will be reported to the company by the union. If they still refuse to pay, then the union may request the management to suspend them for thirty days. If at the end of thirty days they have failed to place themselves in good standing the union may request that they be discharged, and they shall be so discharged.

The hearing officer of the Regional board said that the Eaton company admits its refusal to enforce the union shop provisions of the contract. But "some share of the responsibility for its non-enforcement falls upon the union which

made no showing that it had engaged in any substantial efforts among the men themselves to persuade them to maintain their membership."

Although the union shop was negotiated between the company and the union, a representative of the company stated before the hearing officer that it "regretted its original agreement to the union shop because it opposed the union shop in principle and partly because such a clause placed it at a competitive disadvantage." The board held that in this case "the critical question is the maintenance of production."

Negro Workers

Objecting to being members of an auxiliary local, a group of six Negro members of the International Brotherhood of Boilermakers (AFL) claims that they were discriminated against because of a closed-shop contract signed by the union and four California shipbuilding companies. The six members of the auxiliary local appearing on behalf of themselves and "in a representative capacity for 5,000 Negro workers" challenged the combination of the closed-shop contract and the by-laws of the international union before the California Supreme Court in Los Angeles County. The Negro workers sought to have the employers disregard their standing in the auxiliary union and have the Negroes admitted to the union and to employment on the company premises on an equal basis with white workers.

The court dismissed the action against the companies on the ground that the employers "have no choice under the union contract but to require from all applicants a clearance from the union." The court declared that a decree requiring the companies to hire workers without union clearance "would cut the heart out of a valid contract." The court further declared "the fact that one may suffer injury by reason of nonadmission to membership affords no ground upon which the court may decree admission." The court also stated that the charge by the six Negroes that the by-laws of the International governing the Negro auxiliary violated the Fourteenth Amendment is unfounded since guarantee of the amendment according to the court refers exclusively to action by government or state agencies and not to those of private persons such as a labor organization.

Philadelphia Incident

A report released by the President's Fair Employment Practices Committee indicates that seven of the eight Negroes who had been instructed to report for

training for upgraded jobs prior to the recent strike at the Philadelphia Transportation Company resumed training during the week ending August 15 and three have gone out on trial runs. Operating street cars, buses and other public conveyances in nine American cities are 3,878 Negroes. New York leads the list, followed by Detroit, Michigan, San Francisco, Chicago, Cleveland, Tulsa, Winston-Salem and Flushing, Long Island.

Strike and Seniority Rulings

In a decision handed down by the Third Regional board in an effort to bring about better relationships between the Cumberland Steel Company of Cumberland, Maryland, and Local 489 of the International Association of Machinists (AFL), the board stated, in part, that if any strike occurs to the extent that production cannot be maintained then it is to be agreed that engineers, foremen, repairmen of the heating plant and watchmen may be permitted to remain at work for the prevention of property damage to the plant, but that such employees shall not be used for production purposes. Also, that any employee who is called to work or reports for work without being notified on the previous working day that no work is available shall be paid for a minimum of three hours at his hourly rate of pay.

If employees work overtime, they shall not be laid off during their regular working hours to equalize their time. All overtime shall be divided equally between employees of the same classification in so far as circumstances will permit. Under this directive, employees who refuse to work overtime or who offer an inadequate reason for so doing may be discharged or disciplined at the discretion of management, subject to the grievance procedure of the union contract.

During the first thirty days, employees shall be regarded as temporary employees. The company accepts no responsibility for the reemployment of temporary employees if they are discharged or laid off during this period. The board, in addition, recommends news of all new and vacant jobs should be posted for three days and that the man with the most seniority making application should be entitled to the job if he is competent to perform it.

A company request that the contract include a clause giving it the right to discharge or otherwise discipline any employee in violation of any "posted or reasonable rule of the company," was denied by the board and referred back to the company and the union for collective bargaining. This is contrary to a unanimous

decision by the War Labor Board in the case of the Westinghouse Air Brake Company wherein the labor, industry and public members agreed that the establishment of work rules was a managerial problem, subject to the right of the employee to appeal the decision of management through the grievance and arbitration clause of the contract.

Rival Unions

Shortly before June 27, 1944, the expiration date of a collective bargaining agreement between the Fuld and Hatch Knitting Company of Cohoes, New York, and the United Textile Workers of America (AFL), the Textile Workers Union (CIO) petitioned the National Labor Relations Board for recognition as the proper bargaining agent for the employees, and asked the NLRB to arrange for an election, but the AFL union refused to agree.

While the issue of an election was pending, a disagreement arose between the company and the AFL union, which brought about a strike of 250 of the company's 500 employees on August 1. The New York State Mediation Board called the dispute to the attention of the Regional War Labor Board who immediately sent a wire to the AFL union asking that the strike be ended. The wire was ignored. The following is from the Regional board's order issued after a hearing on August 11:

"... the terms and conditions of the contract between the above company and United Textile Workers of America, AFL, be continued until such time as the representation issue is decided. The majority of the Board believes that it acted within its authority to settle strikes and bring about the resumption of production by requiring the men to return to work. It has been the practice of this Board, following out the policy laid down by the National Board, to order extensions of contracts until a dispute has been finally determined."

The industry members of the board, in their decision concurring with the labor members, said, in part: "In line with the ruling of the National Board in the Montgomery Ward cases, which while we may not agree with them or the policy of the Board at the present time, the extension of this contract under the conditions was necessary in order to expedite settlement of the case. In the dissenting opinion of the public members, facts were presented which were not presented to the Board at the time this matter was discussed on August 11 . . . quicker settlement of cases of this kind are for the interest of the stabilization program . . . red tape is not conducive to the straightening out of such

conditions. This is borne out by the fact that the action taken by the Board apparently was successful . . . If this action is wrong, then it may be taken that action in the Montgomery Ward cases was also wrong."

The CIO labor members of the board refrained from voting and remarked that the Regional board's order is a "nullity and as such unenforceable."

The public members in their dissenting opinion stated that the only matter certified is the termination of a strike, and that neither party to the dispute had requested that the terms and conditions of the expired contract be extended, and by reinstating the expired contract with its maintenance of membership and check-off clauses "the Board has gratuitously injected itself into a representation proceeding involving rival unions now pending before the NLRB and thrown the weight of its order on the side of a contestant before that agency for certification. And this has been done despite the caution of that agency's Regional Attorney, informally brought to our notice, that a fair election could not be conducted if the company were to continue checking off AFL members' dues."

Office Workers' Unions

The United Office and Professional Workers of America (CIO) states that it has in the past two years negotiated agreements with the Prudential Insurance Company covering 14,000 agents in thirty-one states, with the Metropolitan Life Insurance Company covering 9,000 agents in ten states, and with the Curtiss-Wright Aircraft Company in Buffalo, New York, covering 5,200 office and professional workers. The UOPWA has organized the office and technical forces of the Dravo Shipbuilding Corporation, Wilmington, Delaware; Pressed Steel Car Company, Chicago, Illinois; J. H. Williams Company and the American Radiator and Sanitary Company of Buffalo, New York; and of the shipyard of the Bethlehem Steel Company, Hoboken, New Jersey.

The union claims that, as a result of its organization work among bank and financial employees, wage agreements have been signed with four title companies, including the Title Guaranty and Trust Company of New York. The Bankers' Trust Company's messengers and guards are also represented by the union.

In the social service field, the union has signed collective bargaining agreements covering employees of nine YWCA's, the Neighborhood Center in Philadelphia, the Bellefaire Children's Agency in Cleveland

and the Jewish Community Center in Detroit, in addition to several fund-raising and group-work agencies in New York.

Claiming a membership of over 55,000, the union reports 427 contracts with white collar workers in insurance, financial, screen, industrial and commercial offices, in social service and in the graphic arts.

The union seems to be intensifying its organizational drive in motion picture companies, with MGM, 20th Century-Fox, RKO, Paramount, Republic Pictures, Columbia and United Artists among the companies with which it has agreements. Its contracts in this industry cover 2,000 employees.

Although the UOPWA claims jurisdiction over all clerical workers in the CIO, other CIO unions extend their jurisdiction to cover white-collar workers as well.

Order Benefit Plan Inserted

The Tidewater Associated Oil Company was ordered by a Regional War Labor Board to include its sick-leave-pay plan in its agreement with the CIO Oil Workers Union at its Watson refinery in California. The plan, which has been in force since 1939, provides sick leave up to an annual maximum of two weeks at full pay and two at half pay after one year's service; and two weeks at full pay and four weeks at half pay after two years' service.

The company and the industry members dissented from this ruling, pointing out that it was the rule of the NWLB not to require a company to adopt a sick-leave plan. Industry members of the board contended that if this order were allowed to stand "it is apparent that no management voluntarily may adopt a policy beneficial to its employees . . . unless that management is first prepared to accept that policy as part of its union agreement."

ABRAHAM A. DESSER
Management Research Division

Postwar Personnel Plans

West Penn Companies have asked their servicemen and women to help plan for the postwar period. A letter outlining the postwar employment objectives has been sent to all employees in the Armed Services with an invitation for them to tell the company what type of employment they would like to have and will be best fitted for when the war is over. Although new training and experience may change original requests and interests, the company expects to keep in close touch with its employees on military leave so that reemployment plans will be well under way when they return to the home front.

Review of Labor Statistics

EMPLOYMENT in the twenty-five manufacturing industries regularly studied by THE CONFERENCE BOARD dropped for the eighth consecutive month in July. Employment is now at the lowest level since August, 1942.

Employment in twenty-two of the industries studied by the Board declined since November, 1943, which was the peak month preceding the steady downward trend. The largest decline was 16.6%, and occurred in the machine and machine tool industry. The northern cotton industry and hardware and small parts industry experienced the next largest declines of 15.7% and 15.2%, respectively.

The other three industries experienced substantial increases in employment during this period: agricultural implements 8.8%, boots and shoes 3.6%, and leather tanning 2.6%.

EARNINGS

Hourly earnings increased 0.3% from June to July to a new peak level, having risen or remained unchanged in every month since January, 1940. A decline of

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
July.....	1.1%	7.8%
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1
1944		
January.....	0.3	5.9
February.....	0.9	8.7
March.....	0.4	6.9
April.....	0.6	5.7
May.....	0.4	6.0
June.....	0.3	7.0
July.....	0.8	5.3

0.9% in hours worked, however, brought a consequent decline in weekly earnings of 0.9%. Man hours and payrolls both declined 1.8%.

In July, the average wage earner in these twenty-five manufacturing industries worked 45.5 hours at \$1.072 an hour and accumulated weekly earnings of \$48.87.

COST OF LIVING

Living costs of the families of wage earners and lower-salaried clerical workers increased 0.1% from July 15 to August 15. Increases in the price at which seasonal items of clothing are returning to the market in the fall accounted for most of this increase. The only other changes in prices, other than those in clothing, were recorded for sundries items which showed an average increase of 0.1%.

Over the year, living costs increased 2.2%. The largest increase was 5.7% in the cost of sundries items. Clothing over the year advanced 4.1% in price. Food, which in the past has been a major factor in causing increased living costs, showed a price advance of only 0.4% over the year. Fuel and light and housing costs advanced 2.7% and 0.1%, respectively. The only declines shown over the year were 0.4% in the cost of electricity, and 0.1% in gas. Living costs have increased 25.1% since August, 1939, and 22.2% since January, 1941, the base date of the Little Steel formula.

STEELWORKERS

A special article on the United Steelworkers' report, "Expenditure Study of Steelworkers' Families for September-November, 1943," appears on page 249. The impending decision in the steel industry wage controversy enhances the interest in the findings of this report which was submitted as evidence before a panel of the National War Labor Board.

The apparent methods used in the compilation of this study were in keeping with the best standards of economic and statistical research and marked a considerable improvement over the unscientific and crude techniques employed in the "Meany-Thomas Report on the Cost of Living."

STRIKES

Strike activity in July showed a decline over that in the preceding month. The total of 470 strikes begun in July, however, was the largest recorded for any month since September, 1941, except for May and June of this year. There were 145,000 workers involved in strikes beginning in July, and the man days lost totaled 680,000, the same as in June.

August marked a renewal of strike activity in the soft-coal industry. The work stoppages came as a result of the United Mine Workers' drive to obtain recognition of their United Clerical, Technical and

Supervisory Employees of the Mining Industry division as the collective bargaining agent of supervisory employees. The supervisors were the ones on strike. Since necessary inspections could not be made without the supervisors, miners were not permitted to enter the mines. Shutdowns, therefore, resulted. On September 1, President Roosevelt authorized the seizure of ten mines and provided for further seizures should the situation require.

G. CLARK THOMPSON

Division of Labor Statistics

Payroll Statistics in Manufacturing

AVERAGE hourly earnings of wage earners in the twenty-five manufacturing industries, surveyed each month by THE CONFERENCE BOARD, rose to a new peak in July. A slightly shorter work week in July was responsible for lower weekly earnings. Fractionally higher living costs (as measured by THE CONFERENCE BOARD's prewar index) accentuated the effect of the decline in dollar weekly earnings and "real" weekly earnings receded substantially. Employment losses suffered in July also contributed to the reductions in total man hours and payrolls. Wage-rate increases granted in July averaged very little for all wage earners combined.

WAGE-RATE INCREASES

Wage-rate increases averaging from 3.5% to 7.5% were granted to workers in fifteen different industries in July. So few wage earners received these pay advances, however, that the average for all workers in the twenty-five industries was only 0.04%. The largest average increase was 0.4% in the hosiery industry, in which 12.5% of the workers received a rate increase of 3.5%. In the electrical manufacturing industry, an increase of 6.7% was granted to 1.7% of the wage earners, or an average of 0.1% for the industry as a whole.

EARNINGS

Average hourly earnings rose to a new peak of \$1.072 in July, or 0.3% above the June average. This advance resulted almost entirely from the fact that work on July 4 was paid for at premium overtime rates. The increases in hourly earnings were \$313, or 41.2%, since January, 1941, and \$352, or 48.9%, since August, 1939.

Weekly earnings declined slightly in July and averaged \$48.87. This reduction

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real s	Actual	Real s				
1943 July.....	\$1.020	\$46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.13	45.3	43.5	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.47	45.5	43.6	191.5	185.0	178.4	172.4	92.5	149.7	138.5	267.1
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1944 January.....	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	148.1	136.1	264.7
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	147.9	137.4	267.6
March.....	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	146.6	136.5	266.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	144.0	132.3	260.2
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	140.8	130.2	256.4
June.....	1.069 ^r	49.30 ^r	45.9	44.2	197.6 ^r	189.1 ^r	185.3 ^r	177.3 ^r	93.3	139.5 ^r	130.2 ^r	258.5 ^r
July.....	1.072	48.87	45.5	44.3	198.2	188.8	183.7	175.0	92.5	138.2	127.8	253.9

^rRevised.

EARNINGS AND HOURS, ALL WAGE EARNERS, JULY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.135	\$1.138	\$53.36	\$53.83	47.0	47.3	47.5	47.3
Automobile ¹	1.327	1.320 ^r	59.30	60.17 ^r	44.7	45.6 ^r	43.4	43.7
Boot and shoe.....	.729	.739	30.74	31.14	42.2	42.1	43.5	43.4
Chemical.....	1.093	1.101	49.38	49.75	45.2	45.2	46.0	45.9
Rayon producing ².....	.895	.896 ^r	37.19	37.46 ^r	41.6	41.8 ^r	45.9	45.9
Cotton—North.....	.778	.779	34.29	34.70	44.1	44.5	43.1	41.8
Electrical manufacturing.....	1.148	1.142 ^r	53.18	53.21 ^r	46.3	46.6	42.5	42.5
Furniture ³	1.011	.995	46.91	47.02	46.4	47.3	46.4	46.3
Hosiery and knit goods.....	.814	.814	33.74	33.73	41.4	41.5	41.4	41.4
Iron and steel ⁴	1.200	1.177	54.48	55.72	45.4	47.3	43.0	42.8
Leather tanning and finishing.....	.912	.916	41.16	41.94	45.1	45.8	44.4	44.4
Lumber and millwork.....	1.100	1.091	50.33	50.37	45.8	46.2	47.0	46.9
Meat packing.....	.946	.946 ^r	48.32	48.30 ^r	51.1	51.0	41.5	41.5
Paint and varnish.....	1.005	1.003	48.10	48.39	47.8	48.2	44.5	43.4
Paper and pulp.....	.900	.894	44.01	44.17 ^r	48.9	49.4 ^r	44.8	44.7
Paper products.....	.853	.853 ^r	37.47	37.94 ^r	43.9	44.5 ^r	42.7	42.8
Printing—book and job.....	1.037	1.051	44.53	45.53	42.9	43.3	41.4	41.3
Printing—news and magazine.....	1.164	1.140	48.76	47.06	41.9	41.3	40.8	40.8
Rubber.....	1.202	1.215	55.67	56.91	46.3	46.9	46.9	46.9
1. Rubber tires and tubes.....	1.319	1.331	60.96	61.94	46.2	46.5	46.7	46.8
2. Other rubber products.....	1.024	1.048	47.56	49.57	46.5	47.3	47.3	47.0
Silk and rayon.....	.771	.775	33.47	33.38	43.4	43.1	42.2	42.3
Wool.....	.908	.912	39.75	39.91	43.8	43.8	42.5	42.4
1. Woolen and worsted goods.....	.895	.900	39.14	39.50	43.7	43.9	42.3	42.3
2. Other woolen products ⁵.....	.927	.930	40.65	40.56	43.8	43.6	42.6	42.6
Foundries and machine shops.....	1.196	1.195	56.29	56.84	47.1	47.5	45.8	45.7
1. Foundries.....	1.148	1.139	53.89	53.12	46.9	46.6	44.1	43.9
2. Machines and machine tools.....	1.147	1.146	56.03	56.50	48.8	49.3	47.6	47.5
3. Heavy equipment.....	1.302	1.307	60.80	62.16	46.7	47.5	46.2	46.2
4. Hardware and small parts.....	1.096	1.104	49.77	51.88	45.4	47.0	43.7	44.0
5. Other products.....	1.179	1.175	55.66	55.51	47.2	47.2	45.8	45.5
25 INDUSTRIES.....	\$1.072	\$1.069 ^r	\$48.87	\$49.30 ^r	45.5	45.9	44.3	44.2
Cement.....	\$.893	\$.878 ^r	\$39.62	\$38.19 ^r	44.4	43.5 ^r	43.0	42.6
Petroleum refining.....	1.305	1.274	61.22	58.35	46.9	45.8	43.7	43.6
27 INDUSTRIES.....	\$1.074	\$1.070 ^r	\$48.97	\$49.34 ^r	45.5	45.9	44.3	44.1
Aircraft.....	\$1.176	\$1.182	\$53.59	\$53.84	45.6	45.5	48.2	48.1
Shipbuilding.....	1.345	1.335	63.09	63.46	46.9	47.5	48.5	48.3

See footnotes on page 262.

resulted both from shorter working hours and the fact that women, whose weekly income is lower, constituted a slightly larger proportion of all workers. Weekly earn-

ings of all wage earners in July were \$18.26, or 59.7%, higher than in January, 1941, and \$21.58, or 79.1%, more than in August, 1939.

"Real" weekly earnings also declined in July because of lower dollar weekly earnings and higher living costs. The quantity of goods and services that could

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JULY, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Industry	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	204.1	204.7	194.0	195.7	184.8	187.3	206.2	204.4	195.7	195.4	400.0	400.0
Automobile ¹	210.0	208.9 _r	196.7	199.6 _r	187.3	191.0 _r	174.7 _b	174.7 _b	163.7 _b	167.0 _b	343.6 _b	348.7 _b
Boot and shoe.....	147.3	149.3	136.0	137.8	129.5	131.9	89.7	88.2	83.0	81.4	122.0	121.5
Chemical.....	214.7	216.3	188.5	189.9	179.5	181.7	178.6	178.8	156.8	157.0	336.7	339.5
Cotton—North.....	174.8	175.1	161.4	163.4	153.7	156.4	37.1	38.0	34.2	35.4	59.9	62.1
Electrical manufacturing.....	202.1	201.1 _r	171.0	196.4 _r	162.9	187.9 _r	226.5 _b	229.5 _b	219.5 _b	223.8 _b	387.3 _b	450.7 _b
Furniture ²	195.6	192.5	188.1	188.5	179.1	180.4	137.7	139.5	132.6	136.8	259.0	263.0
Hosiery and knit goods.....	213.1	213.1	190.9	190.9	181.8	182.7	75.7	76.6	67.7	68.6	144.5	146.2
Iron and steel ⁴	201.3	197.5	159.2	162.8	151.6	155.8	117.5	117.2	92.5	96.1	187.1	190.8
Leather tanning and finishing.....	187.7	188.5	177.7	181.1	169.2	173.3	74.0	73.6	70.1	70.8	131.5	133.3
Lumber and millwork.....	232.6	230.7	214.9	215.1	204.7	205.8	54.5	55.2	50.4	51.5	117.1	118.7
Meat packing.....	200.0	200.0 _r	205.3	205.2 _r	195.5	196.4 _r	123.2	123.2	126.6	126.4	252.9	252.8 _r
Paint and varnish.....	178.2	177.8	175.8	176.9	167.4	169.3	136.8	137.9	134.6	136.8	240.5	243.9
Paper and pulp.....	178.6	177.4	168.8	169.4 _r	160.8	162.1 _r	111.2	112.1	105.0	106.9 _r	187.7	189.9 _r
Paper products.....	187.1	187.1 _r	172.0	174.2 _r	163.8	166.7 _r	174.3	172.0 _r	160.7	160.8	299.8	299.6 _r
Printing—book and job.....	158.8	160.9	148.7	152.0	141.6	145.5	122.0	119.0	114.1	112.2	181.4	180.9
Printing—news and magazine.....	168.0	164.5	156.1	150.7	148.7	144.2	119.2	118.6	111.0	108.9	186.1	178.7
Rubber.....	192.0	194.1	198.6	203.0	189.1	194.3	112.2	115.8	115.9	121.2	222.8	235.1
Silk and rayon.....	155.4	156.3	145.3	144.9	138.4	138.7	82.5	85.0	77.0	78.8	119.9	123.2
Wool.....	179.8	180.6	165.8	166.5	157.9	159.3	70.4	72.3	64.9	66.7	116.7	120.4
Foundries and machine shops.....	208.7	208.6	198.4	200.4	189.0	191.8	218.5	222.4	207.6	213.1	433.5	445.7
1. Foundries.....	194.6	193.1	182.0	179.4	173.3	171.7	139.3	141.4	130.1	131.2	253.5	253.7
2. Machines and machine tools.....	208.9	208.7	205.2	207.0	195.4	198.1	223.5 _b	228.0 _b	219.0 _b	225.7 _b	458.6 _b	472.0 _b
3. Heavy equipment.....	194.3	195.1	184.1	188.2	175.3	180.1	214.9 _b	217.0 _b	203.5 _b	209.0 _b	395.6 _b	408.4 _b
4. Hardware and small parts.....	214.1	215.6	200.6	209.1	191.0	200.1	183.9	187.9	172.1	182.1	368.9	392.9
5. Other products.....	210.5	209.8	203.7	203.1	194.0	194.4	250.4	255.5	242.1	247.1	510.1	518.9
25 INDUSTRIES.....	198.2	197.6 _r	183.7	185.3 _r	175.0	177.3 _r	138.2	139.5 _r	127.8	130.2 _r	253.9	258.5 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 262.

be purchased with the wage earners' weekly income in July was 1.3% less than in June but 30.9% more than in January, 1941, and 43.3% more than in August, 1939.

EMPLOYMENT

The number of workers employed in the twenty-five manufacturing industries was reduced again in July for the eighth consecutive month. The July index of employment of 138.2 (1923=100) was lower than during any month since August, 1942, but higher than during any other month before that date. As compared with employment in January, 1941, the July level showed a rise of 26.7%, and since August, 1939, the gain has been 64.1%. Since November, 1943—the month of peak employment for the composite, but not for all of the individual industries—employment has fallen off in twenty-two of the twenty-five industries, an aggregate decline of 7.7% for the composite. The reductions in employment ranged from 0.2% in book and job printing to 16.6% in machine and machine-tool manufacturing. Other substantial declines were: 15.7% in northern cotton, 15.2% in hardware and small parts, 13.0% in furniture

and more than 9.0% in the hosiery and knit goods, foundries, "other" foundry products and rubber industries. In the automobile industry, the employment losses in this period were 8.7%; in heavy foundry equipment, 7.5%; in electrical manufacturing, 6.9%; and in iron and steel, 3.6%. In many of these industries, the introduction of longer working hours (the 48-hour week) as prescribed by the Executive Order of February 9, 1943, and defined on February 27, 1943, to relieve critical labor shortages in thirty-two areas, made possible these reductions in employment. In the period from November, 1943, to July, 1944, the work week was lengthened in twelve of the individual industries even though the composite was at the same level in both months. Canceled contracts and greater efficiency also contributed to the reduction in employment.

HOURS AND MAN HOURS

The average number of hours worked in one week declined 0.9% in July and exactly offset the increase from May to June. The July level of 45.5 hours a week was lower than the average for February and March of this year, but was the same as during October and November, 1943,

and higher than during any other month since April, 1930. Since January, 1941, the average work week has been increased 5.3 hours, or 13.2%, and since August, 1939, working time has increased 7.6 hours, or 20.1%.

Total man hours, reflecting changes in both employment and hours per worker declined 1.8% in July. The July level of 127.8 (1923=100), while lower than in December, 1942, and subsequent months, was higher than during any month before that date. In fact, the rise from January, 1941, to July, 1944, was 43.4% and that since August, 1939, was 97.2%.

PAYROLLS

Total payrolls declined 1.8% in July because of both reduced employment and smaller weekly earnings. This substantial decline, coupled with the reductions in December, 1943, January, March, April and May of this year, lowered total payrolls to 253.9 (1923=100), which was below the levels of all months since May, 1943, but higher than during any month before then. The increases in payrolls have amounted to 102.3% since January, 1941, and 193.9% since August, 1939.

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JULY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.159	\$1.163	\$54.67	\$55.36	47.2	47.6	\$.949	\$.947	\$43.24	\$42.67	45.6	45.1
Automobile ¹	1.383	1.378 _r	62.90	63.83 _r	45.5	46.3 _r	1.157	1.137 _r	49.06	49.37 _r	42.4	43.4 _r
Boot and shoe.....	.872	.900	38.17	39.04	43.8	43.4	.612	.616	25.08	25.37	40.9	41.2
Chemical.....	1.186	1.196	54.67	54.95	46.1	46.0	.762	.766	32.20	32.60	42.3	42.6
Rayon producing ²	1.003	1.004 _r	43.47	43.54 _r	43.3	43.4 _r	.695	.697	26.87	27.34 _r	38.7	39.2 _r
Cotton—North.....	.850	.853	40.07	40.31	47.1	47.2	.679	.680	27.51	28.14	40.5	41.4
Electrical manufacturing.....	1.305	1.297 _r	62.99	63.02 _r	48.3	48.6	.893	.889	38.81	38.78 _r	43.5	43.6
Furniture ³	1.068	1.055	51.05	50.92	47.8	48.3	.877	.857	38.13	38.63	43.5	45.1
Hosiery and knit goods.....	1.117	1.104	50.06	49.21	44.8	44.6	.689	.695	27.68	28.03	40.2	40.3
Iron and steel ⁴	1.223	1.199	55.94	57.14	45.7	47.7	.915	.910	37.90	39.69	41.4	43.6
Leather tanning and finishing.....	.932	.935	43.04	43.76	46.2	46.8	.789	.799	31.17	32.13	39.5	40.2
Lumber and millwork.....	1.123	1.112	51.74	51.49	46.1	46.3	.847	.843	35.88	37.58	42.4	44.6
Meat packing.....	1.000	1.002 _r	52.79	52.66 _r	52.8	52.6	.727	.726	32.81	33.23	45.2	45.8
Paint and varnish.....	1.032	1.031	50.06	50.40	48.5	48.9	.810	.803	35.31	35.39	43.6	44.1
Paper and pulp.....	.926	.919	46.11	46.23 _r	49.8	50.3 _r	.670	.667	28.19	28.50 _r	42.1	42.7 _r
Paper products.....	.983	.993	44.76	46.77 _r	45.5	47.1 _r	.660	.655 _r	27.51	27.01 _r	41.7	41.3
Printing—book and job.....	1.262	1.271	55.58	56.25	44.0	44.3	.635	.645	26.12	26.85	41.1	41.6
Printing—news and magazine.....	1.261	1.240	52.93	51.37	42.0	41.4	.765	.738	31.73	29.99	41.5	40.6
Rubber.....	1.350	1.362	65.41	66.80	48.4	49.0	.875	.895	36.95	38.26	42.2	42.8
1. Rubber tires and tubes.....	1.423	1.436	68.60	69.46	48.1	48.4	.980	1.008	40.50	42.02	41.3	41.7
2. Other rubber products.....	1.198	1.225	58.92	61.64	49.2	50.3	.781	.799	33.65	34.92	43.1	43.7
Silk and rayon.....	.862	.865	40.09	39.76	46.5	45.9	.625	.632	24.43	24.82	39.1	39.3
Wool.....	.973	.982	44.58	45.08	45.8	45.9	.797	.795	32.42	32.28	40.7	40.6
1. Woolen and worsted goods.....	.954	.966	43.83	44.83	45.9	46.4	.805	.802	32.82	32.54	40.8	40.6
2. Other woolen products ⁵.....	.998	1.004	45.58	45.44	45.7	45.2	.782	.782	31.70	31.81	40.5	40.7
Foundries and machine shops.....	1.252	1.253	60.10	60.65	48.0	48.4	.958	.956	41.75	42.30	43.6	44.2
1. Foundries.....	1.172	1.163	55.77	54.86	47.6	47.2	.895	.891	36.97	37.54	41.3	42.1
2. Machines and machine tools.....	1.207	1.205	60.25	60.56	49.9	50.3	.893	.897	39.97	40.95	44.8	45.6
3. Heavy equipment.....	1.334	1.340	63.01	64.23	47.2	47.9	1.022	1.028	43.46	45.82	42.5	44.6
4. Hardware and small parts.....	1.176	1.185	55.29	57.40	47.0	48.4	.861	.870	35.58	37.59	41.3	43.2
5. Other products.....	1.246	1.242	60.12	60.11	48.3	48.4	.991	.984	44.07	43.51	44.5	44.2
25 INDUSTRIES.....	\$1.170	\$1.167 _r	\$54.79	\$55.22 _r	46.8	47.3	\$.752	\$.753	\$31.21	\$31.50 _r	41.3	41.7
Cement.....	\$.893	\$.878 _r	\$39.62	\$38.19 _r	44.4	43.5 _r	....	....	....	....	....	....
Petroleum refining.....	1.305	1.274	61.22	58.35	46.9	45.8	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.170	\$1.167 _r	\$54.77	\$55.13 _r	46.8	47.2	....	....	....	....	....	....
Aircraft.....	\$1.282	\$1.292	\$60.23	\$60.42	47.0	46.8	\$1.015	\$1.019	\$44.19	\$44.62	43.5	43.8
Shipbuilding.....	1.363	1.355	64.25	64.71	47.1	47.7	1.100	1.072	48.63	48.18	44.2	44.9

See footnotes on page 262.

CEMENT AND PETROLEUM

The number of workers in the cement industry increased in July for the second consecutive month. While there were still 47.5% fewer workers in July than in the peak month of August, 1942, the gain from the May, 1944, low point was 8.7%. Hourly earnings of skilled workers, who comprised almost 90% of all workers in the industry, rose from June to July largely as a result of more overtime worked. Weekly earnings of unskilled workers remained unchanged in July at the June level because the effect of reduced employment and hourly earnings was exactly offset by a fractional increase in the working hours of this group. Averages for all wage earners principally reflect the changes that occur in the larger group of skilled workers. Hourly earnings rose 1.7% to \$.893, which, when coupled with an 0.9 hour increase in weekly working hours,

caused weekly earnings to advance 3.7% to \$39.62.

Employment in petroleum refining rose to a new peak level in July. More workers were added to both the unskilled and skilled payrolls. Longer working hours at premium overtime rates raised hourly and weekly earnings for both groups of workers. The averages for all wage earners combined were \$61.22 a week for 46.9 hours of work at \$1.305 an hour. Weekly earnings in July were 4.9% above the June level.

AIRCRAFT AND SHIPBUILDING

Hourly earnings of all wage earners in the aircraft industry declined 0.5% in July and averaged \$1.176. Since the number of hours worked in one week remained virtually unchanged, weekly earnings also declined. The July level of \$53.59 was also 0.5% below June weekly earnings. These declines resulted from reductions

in the earnings of all of the individual groups. Since skilled male workers represented a slightly larger proportion of all workers in July, the increase in their working hours was reflected in the hours of all wage earners combined, rather than the slight declines in the number of hours worked by the other classes of workers.

Declines in shipyard employment were partly responsible for increases in hourly earnings in July when the number of hours worked in one week was curtailed since there is usually more turnover among the lower paid less-skilled workers. The other contributory factor was work on July 4. All work performed on this allowed holiday was paid for at premium rates but little if any time in excess of eight hours was put in on the holiday. On the average, shipyard workers earned \$1.345 for each hour of work, put in 46.9 hours a week and earned \$63.09 a week, or 0.6% less than in June.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JULY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$.955	\$.965	\$45.09	\$44.20	47.2	45.8	\$1.187	\$1.189	\$56.02	\$56.92	47.2	47.9
Automobile ¹	1.127	1.132 _r	49.75	51.30 _r	44.2	45.3 _r	1.416	1.409 _r	64.65	65.47 _r	45.7	46.5 _r
Boot and shoe.....	.456	.459	21.17	20.49	46.4	44.6	.890	.918	38.84	39.78	43.6	43.3
Chemical.....	.958	.964	44.77	44.96	46.7	46.6	1.253	1.263 _r	57.50	57.82	45.9	45.8
Rayon producing ².....	.791	.787 _r	32.76	32.46 _r	41.4	41.2 _r	1.031	1.032 _r	44.95	45.11 _r	43.6	43.7 _r
Cotton—North.....	.752	.752	34.64	34.39	46.0	45.7	.900	.904	42.91	43.40	47.7	48.0
Electrical manufacturing.....	.913	.908 _r	42.88	42.82 _r	47.0	47.2	1.358	1.347 _r	65.82	65.74 _r	48.5	48.8
Furniture ³.....	.878	.869	41.74	41.14	47.5	47.3	1.105	1.092	52.86	52.91	47.8	48.5
Hosiery and knit goods.....	.772	.770	33.92	36.23	44.0	47.0	1.150	1.138	51.64	50.44	44.9	44.3
Iron and steel ⁴.....	.938	.916 _r	41.42	41.76 _r	44.1	45.6 _r	1.273	1.248 _r	58.61	59.99 _r	46.0	48.1
Leather tanning and finishing.....	.691	.701	31.67	31.63	45.9	45.1	1.005	1.006	46.56	47.66	46.3	47.4
Lumber and millwork.....	.821	.808	36.40	36.05	44.5	44.6	1.209	1.204	56.30	56.41	46.6	46.9
Meat packing.....	.805	.805 _r	41.86	41.60 _r	52.0	51.7	1.089	1.091 _r	57.91	57.78 _r	53.2	53.0
Paint and varnish.....	.837	.883	41.22	44.62	49.2	50.5	1.126	1.094	54.20	52.73	48.1	48.2
Paper and pulp.....	.760	.760 _r	36.34	36.31 _r	47.8	47.8 _r	.994	.982	50.34	50.48 _r	50.7	51.4 _r
Paper products.....	.750	.763 _r	30.51	34.09 _r	40.7	44.7	1.080	1.073 _r	51.75	51.57 _r	47.9	48.1 _r
Printing—book and job.....	.848	.852 _r	38.12	37.67 _r	45.0	44.2	1.370	1.366 _r	60.00	60.48 _r	45.8	44.3
Printing—news and magazine.....	.814	.799	32.39	30.86	39.8	38.6	1.383	1.352	58.95	57.10	42.6	42.2
Rubber.....	1.060	1.056	51.52	50.79	48.6	48.1	1.359	1.371	65.79	67.25	48.4	49.1
1. Rubber tires and tubes.....	1.107	1.101	53.47	52.19	48.3	47.4	1.439	1.448	69.12	70.08	48.0	48.4
2. Other rubber products.....	.773	.764	38.62	39.80	50.0	52.1	1.205	1.232	59.23	61.94	49.2	50.3
Wool.....	.803	.809	35.82	36.25	44.6	44.8	1.050	1.060	48.70	49.27	46.4	46.5
1. Woolen and worsted goods.....	.819	.828	35.93	36.61	43.9	44.2	1.037	1.049	49.05	50.25	47.3	47.9
2. Other woolen products ⁵.....	.765	.764	35.56	35.36	46.5	46.3	1.064	1.073	48.33	48.23	45.4	45.0
Foundries and machine shops.....	.979	.988	46.43	46.86	47.4	47.4	1.292	1.290	62.12	62.66	48.1	48.6
1. Foundries.....	.939	.934	44.98	43.44	47.9	46.5	1.239	1.226	58.81	58.01	47.5	47.3
2. Machines and machine tools.....	.991	1.006	49.79	50.11	50.3	49.8	1.241	1.236	61.85	62.18	49.9	50.3
3. Heavy equipment.....	.988	1.023	45.22	47.52	45.8	46.5	1.374	1.376	65.14	66.17	47.4	48.1
4. Hardware and small parts.....	.935	.948	44.72	46.12	47.8	48.6	1.229	1.236	57.56	59.83	46.8	48.4
5. Other products.....	1.011	1.001	47.44	46.84	46.9	46.8	1.273	1.269	61.61	61.67	48.4	48.6
24 INDUSTRIES ⁶	\$.897	\$.896 _r	\$41.32	\$41.53 _r	46.0	46.3	\$1.234	\$1.230 _r	\$58.00	\$58.47 _r	47.0	47.6 _r
Cement.....	\$.770	\$.775	\$33.49	\$33.49	43.5	43.2	\$.908	\$.893 _r	\$40.38	\$38.88 _r	44.5	43.5 _r
Petroleum refining.....	.974	.947	41.97	40.27	43.1	42.5	1.338	1.307	63.36	60.31	47.4	46.1
26 INDUSTRIES ⁶	\$.897	\$.896 _r	\$41.25	\$41.44 _r	46.0	46.2	\$1.234	\$1.228 _r	\$57.95	\$58.34 _r	47.0	47.5
Aircraft.....	\$1.090	\$1.099	\$48.39	\$48.98	44.4	44.6	\$1.292	\$1.302	\$60.89	\$61.06	47.1	46.9
Shipbuilding.....	.997	.986	44.63	46.04	44.8	46.7	1.401	1.395	66.40	66.74	47.4	47.9

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly

earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

⁵Principally rugs.

⁶Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^aIndexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

^bPublished for the first time since December, 1941. This step is consistent with security policies now in effect for Federal Government agencies. Indexes for the intervening period available on request.

^rRevised.

LABOR STATISTICS IN JULY

Hourly earnings rose 0.3% to \$1.072 in July. They were 5.1% higher than in July, 1943, and 81.7% above the 1929 average.

Weekly earnings at \$48.87 in July showed a decline of 0.9% since June, and increases of 5.9% since July, 1943, and 71.2% since 1929.

"Real" weekly earnings fell off 1.3% in July but were 3.7% above those a year

before and 63.2% more than the average for 1929.

Hours per week declined 0.4 hour or 0.9% since June. The July level of 45.5 hours was 0.5 hour or 1.1% more than that a year before but 2.8 hours or 5.8% below the 1929 average.

Employment losses in July averaged 0.9%. In the year since July, 1943, employment fell off 7.0% but exceeded the 1929 average by 36.8%.

Man hours at 127.8 (1923=100) in July were 1.8% lower than in June and 6.0% lower than in July, 1943, but were 28.8% higher than in 1929.

Payrolls in July stood at 253.9 (1923=100) or 1.8% less than in June, 1.5% less than in July, 1943, and 134.2% more than the average for 1929.

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Division of Labor Statistics

Cost of Living in August

THE BOARD's index of the cost of living of wage earners was 105.1 (1923 =100) in August, as compared with 105.0 in July. This is an increase of 0.1%.

Food prices on a wartime budget showed no change over the period, after having risen 1.2% in July. Clothing costs rose 0.5%, reflecting higher prices in certain men's and women's items, particularly in women's dresses and coats and in men's suits. Components of the sundries group rose only fractionally, 0.1%, while those of the fuel and light group remained unchanged. Rents were not surveyed this month.

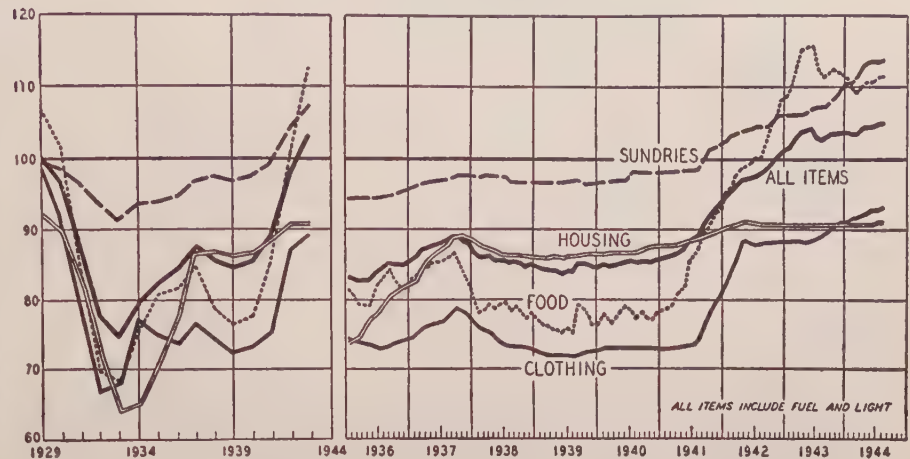
Rise of 2.2% in Year

Living costs in August were 2.2% above those of August, 1943, which compares with increases of 9.7% in the year ended in August, 1942, and 4.8% in the year ended in August, 1943. The rise in all items since January, 1941, base date of the Little Steel formula, has been 22.2%. Advances over the year period have been greatest in the sundries and clothing groups where the rises amounted to 5.7% and 4.1%, respectively, while food costs during the same period have advanced only 0.4%.

The purchasing value of the 1923 dollar declined to 95.1 cents in August, compared with 95.2 cents in July and 97.3 cents a year earlier.

Cost of Living in the United States

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



INDIVIDUAL CITY SURVEYS

Living costs of wage earners and lower-salaried clerical workers rose from July to August in thirty-three industrial cities, although the margin of increase was less than in the preceding month. In seven other cities such costs remained unchanged, while in twenty-three others there were declines.

The largest month-to-month rise occurred in Richmond and amounted to 1.0%. Other cities where living costs rose 0.5% or more were: Birmingham, Chattanooga, Dallas, Fall River, Macon, Newark, New Orleans, Philadelphia, Spokane and Youngstown.

The greatest decline in August took place in Grand Rapids where it averaged 1.1%. Other cities to record declines were:

Buffalo, Bridgeport, Cincinnati, Dayton, Denver, Des Moines, Detroit, Evansville, Green Bay, Indianapolis, Joliet, Lansing, Louisville, Milwaukee, Portland (Oregon), Rochester, Rockford, Sacramento, St. Louis, Syracuse, Wausau and Wilmington.

Between August, 1943, and August, 1944, cost of living rose in fifty-nine of the sixty-three cities and declined in four cities. Increases over the year were led by Toledo, with a rise of 4.3%, and declines by Duluth, with a decrease of 0.8%.

Revised indexes for Los Angeles appear here for the first time. They are not comparable with data previously published, but the complete revisions are available upon request.

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COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1943 August.....	102.8	111.4 _a	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February.....	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March.....	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April.....	104.1	110.1	90.8	91.9	101.6	82.2	95.3	67.0	94.6	112.8	96.1
May.....	104.4	110.7	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8
June.....	104.4	110.6	90.8	92.5	101.8	83.1	95.1	67.0	94.6	113.3	95.8
July.....	105.0	111.9 _b	90.9	92.5	101.9	83.1	95.1	66.9	94.5	113.3	95.2
August.....	105.1	111.9 _c	90.9	93.0	102.1	83.9	95.1	66.9	94.5	113.4	95.1

Percentage Changes

July 1944 to August 1944.....	+0.1	0	0	+0.5	+0.2	+1.0	0	0	0	+0.1	-0.1
August 1943 to August 1944..	+2.2	+0.4	+0.1	+4.1	+3.0	+5.5	+2.7	-0.4	-0.1	+5.7	-2.3

¹Since October, 1943: data on housing collected quarterly, January 15, April 15, July 15, and October 15. It is assumed no change has occurred since July, 1944.

²Includes fuel as well as electricity and gas.

^aBased on food price indexes of THE CONFERENCE BOARD for August 15, 1943.

^bBased on food price indexes for July 15, 1944.

^cBased on food price indexes for August 15, 1944.

^rRevised

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944		Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
Akron						Chicago					
Food.....	147.7	146.5	150.4	+0.8	-1.8	Food.....	144.8	145.0	141.7	-0.1	+2.2
Housing ¹	113.8	113.8	113.7	0	+0.1	Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	125.3	125.3	121.2	0	+3.4	Clothing.....	129.9	129.5	124.5	+0.3	+4.3
Fuel and light.....	112.5	112.5	108.8	0	+3.4	Fuel and light.....	98.9	98.9	97.6	0	+1.3
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	125.2	125.2	124.9	0	+0.2
Sundries.....	118.7	118.7	115.2	0	+3.0	Sundries.....	116.2	116.2	112.1	0	+3.7
Weighted Total.....	126.5	126.1	125.5	+0.3	+0.8	Weighted Total.....	124.0	124.0	121.2	0	+2.3
Atlanta						Cincinnati					
Food.....	151.4	150.1	152.2	+0.9	-0.5	Food.....	139.5	141.6	143.5	-1.5	-2.8
Housing ¹	99.2	99.2	99.2	0	0	Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	126.7	126.1	122.5	+0.5	+3.4	Clothing.....	137.5	136.6	129.4	+0.7	+6.3
Fuel and light.....	113.1	113.1	109.6	0	+3.2	Fuel and light.....	106.0	106.0	103.5	0	+2.4
Housefurnishings.....	119.3	119.3	117.1	0	+1.9	Housefurnishings.....	125.2	124.5	124.1	+0.6	+0.9
Sundries.....	115.9	115.9	112.7	0	+2.8	Sundries.....	112.0	112.1	108.2	-0.1	+3.5
Weighted Total.....	125.0	124.5	123.5	+0.4	+1.2	Weighted Total.....	122.7	123.2	121.8	-0.4	+0.7
Baltimore						Cleveland					
Food.....	151.5	151.7	149.2	-0.1	+1.5	Food.....	142.3	142.5	141.1	-0.1	+0.9
Housing ¹	103.2	103.2	103.2	0	0	Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	128.2	128.2	120.1	0	+6.7	Clothing.....	133.7	133.5	127.2	+0.1	+5.1
Fuel and light.....	107.5	107.5	104.9	0	+2.5	Fuel and light.....	105.7	105.2	103.0	+0.5	+2.6
Housefurnishings.....	141.1	141.1	130.9	0	+7.8	Housefurnishings.....	130.0	130.0	121.8	0	+6.7
Sundries.....	121.7	121.7	118.6	0	+2.6	Sundries.....	116.9	116.9	114.6	0	+2.0
Weighted Total.....	129.3	129.3	126.2	0	+2.5	Weighted Total.....	125.0	125.0	122.6	0	+2.0
Birmingham						Dallas					
Food.....	157.1	154.5	155.0	+1.7	+1.4	Food.....	148.3	145.1	147.4	+2.2	+0.6
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	129.8	130.4	125.0	-0.5	+3.8	Clothing.....	127.1	127.1	122.7	0	+3.6
Fuel and light.....	103.8	103.8	101.1	0	+2.7	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	121.5	117.8	117.8	+3.1	+3.1	Housefurnishings.....	130.0	127.4	127.9	+2.0	+1.6
Sundries.....	118.4	118.4	110.7	0	+7.0	Sundries.....	113.8	113.8	111.8	0	+1.8
Weighted Total.....	127.7	126.9	123.9	+0.6	+3.1	Weighted Total.....	123.1	122.0	121.6	+0.9	+1.2
Boston						Dayton					
Food.....	138.3	138.5	138.8	-0.1	-0.4	Food.....	146.2	147.2	146.9	-0.7	-0.5
Housing ¹	103.5	103.5	103.5	0	0	Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	128.3	128.3	124.8	0	+2.8	Clothing.....	124.2	124.2	122.2	0	+1.6
Fuel and light.....	122.7	122.7	120.7	0	+1.7	Fuel and light.....	105.9	105.8	103.7	+0.1	+2.1
Housefurnishings.....	122.6	122.6	122.5	0	+0.1	Housefurnishings.....	130.3	128.5	127.9	+1.4	+1.9
Sundries.....	115.8	115.8	111.8	0	+3.6	Sundries.....	116.1	116.0	109.3	+0.1	+6.2
Weighted Total.....	123.4	123.4	122.2	0	+1.0	Weighted Total.....	124.5	124.7	122.6	-0.2	+1.5
Bridgeport						Denver					
Food.....	138.7	139.9	138.7	-0.9	0	Food.....	139.9	143.8	139.8	-2.7	+0.1
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	128.6	128.6	125.4	0	+2.6	Clothing.....	130.4	129.7	121.9	+0.5	+7.0
Fuel and light.....	119.9	119.9	115.6	0	+3.7	Fuel and light.....	101.4	101.4	99.0	0	+2.4
Housefurnishings.....	126.7	126.7	125.4	0	+0.2	Housefurnishings.....	138.9	134.5	124.3	+3.3	+11.7
Sundries.....	126.7	126.7	123.0	0	+3.0	Sundries.....	120.5	120.6	112.8	-0.1	+6.8
Weighted Total.....	126.2	126.6	124.6	-0.3	+1.3	Weighted Total.....	124.2	125.2	120.4	-0.8	+3.2
Buffalo						Des Moines					
Food.....	141.6	143.6	144.6	-1.4	-2.1	Food.....	137.8	138.4	142.0	-0.4	-3.0
Housing ¹	114.3	114.3	114.7	0	-0.3	Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	120.6	120.6	118.2	0	+2.0	Clothing.....	133.5	133.4	128.0	+0.1	+4.3
Fuel and light.....	108.6	108.6	105.0	0	+2.5	Fuel and light.....	120.9	120.9	107.9	0	+12.0
Housefurnishings.....	130.9	130.9	126.1	0	+3.8	Housefurnishings.....	127.1	126.8	123.8	+0.2	+2.7
Sundries.....	112.5	112.5	109.3	0	+2.9	Sundries.....	114.7	114.7	111.5	0	+2.9
Weighted Total.....	123.4	124.0	122.9	-0.5	+0.4	Weighted Total.....	122.3	122.4	120.7	-0.1	+1.3
Chattanooga						Detroit					
Food.....	162.6	159.5	159.7	+1.9	+1.8	Food.....	149.5	150.7	151.7	-0.8	-1.5
Housing ¹	103.3	103.3	103.0	0	+0.3	Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	123.1	122.9	118.5	+0.2	+3.9	Clothing.....	133.3	131.7	127.7	+1.2	+4.4
Fuel and light.....	100.7	100.7	90.7	0	+11.0	Fuel and light.....	112.1	112.1	108.1	0	+3.7
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	127.5	127.5	122.1	0	+4.4
Sundries.....	113.7	113.7	107.6	0	+5.7	Sundries.....	125.5	125.5	118.2	0	+6.2
Weighted Total.....	127.9	126.8	124.0	+0.9	+3.1	Weighted Total.....	128.9	129.1	126.9	-0.2	+1.6

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since July, 1944.

Revised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944		Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
Duluth						Indianapolis					
Food.....	136.9	137.2	145.0	-0.2	-5.6	Food.....	150.9	152.6	146.5	-1.1	+3.0
Housing ¹	100.2	100.2	100.2	0	0	Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	136.1	135.3	127.0	+0.6	+7.2	Clothing.....	126.3	126.2	121.0	+0.1	+4.4
Fuel and light.....	107.5	107.5	105.3	0	+2.1	Fuel and light.....	112.0	111.9	108.2	+0.1	+3.5
Housefurnishings.....	144.7	144.7	137.7	0	+5.1	Housefurnishings.....	125.5	125.5	124.7	0	+0.6
Sundries.....	112.0	111.9	110.8	+0.1	+1.1	Sundries.....	117.3	117.3	112.1	0	+4.6
Weighted Total.....	121.7	121.7	122.7	0	-0.8	Weighted Total.....	126.8	127.3	123.2	-0.4	+2.9
Erie, Pa.						Kansas City, Mo.					
Food.....	152.0	152.7	156.9	-0.5	-3.1	Food.....	135.1	134.8	136.5	+0.2	-1.0
Housing ¹	110.0	110.0	109.9	0	+0.1	Housing ¹	105.2	105.2	105.2	0	0
Clothing.....	142.2	137.7	134.3	+3.3	+5.9	Clothing.....	128.6	128.4	123.2	+0.2	+4.4
Fuel and light.....	113.0	113.0	109.7	0	+3.0	Fuel and light.....	109.5	109.5	108.7	0	+0.7
Housefurnishings.....	130.0	129.9	129.8	+0.1	+0.2	Housefurnishings.....	123.7	123.5	120.9	+0.2	+2.3
Sundries.....	125.2	125.2	118.6	0	+5.6	Sundries.....	122.6	122.0	113.7	+0.5	+7.8
Weighted Total.....	131.4	131.2	130.6	+0.2	+0.6	Weighted Total.....	122.5	122.4	119.9	+0.1	+2.2
Fall River						Lansing					
Food.....	136.4	135.8	140.6	+0.4	-3.0	Food.....	167.1	169.7 ^r	167.3	-1.5	-0.1
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	134.7	134.8	119.7	-0.1	+12.5	Clothing.....	128.2	127.6	123.8	+0.5	+3.6
Fuel and light.....	116.8	116.8	115.5	0	+1.1	Fuel and light.....	105.2	105.2	102.1	0	+3.0
Housefurnishings.....	121.7	118.8	114.3	+2.4	+6.5	Housefurnishings.....	135.6	135.7	133.6	-0.1	+1.5
Sundries.....	124.6	121.7	116.0	+2.4	+7.4	Sundries.....	125.7	125.7	118.1	0	+6.4
Weighted Total.....	125.2	124.3	122.7	+0.7	+2.0	Weighted Total.....	130.7	131.4	128.3	-0.5	+1.9
Front Royal, Va.						Los Angeles²					
Food.....	164.3	162.4	163.0	+1.2	+0.8	Food.....	148.5	147.2	149.2	+0.9	-0.5
Housing ¹	n.a.	n.a.	n.a.	n.a.	n.a.	Housing ¹	106.2	106.2	104.6	0	+1.5
Clothing.....	144.1	143.7	137.8	+0.3	+4.6	Clothing.....	125.2	125.1	121.7	+0.1	+2.9
Fuel and light.....	111.4	111.4	103.9	0	+7.2	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	133.7	133.7	133.5	0	+0.1	Housefurnishings.....	120.7	120.7	120.3	0	+0.3
Sundries.....	114.0	114.0	109.9	0	+3.7	Sundries.....	119.1	118.9	114.4	+0.2	+4.1
Weighted Total.....	n.a.	n.a.	n.a.	n.a.	n.a.	Weighted Total.....	125.1	124.6	123.4	+0.4	+1.4
Grand Rapids						Louisville					
Food.....	143.1	148.6	150.4	-3.7	-4.9	Food.....	144.6	146.0	146.4	-1.0	-1.2
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	135.7	132.8	124.1	+2.2	+9.3	Clothing.....	124.8	124.1	119.6	+0.6	+4.3
Fuel and light.....	110.9	110.9	108.8	0	+1.9	Fuel and light.....	113.4	113.4	110.5	0	+2.6
Housefurnishings.....	150.9	150.9	133.3	0	+13.2	Housefurnishings.....	136.5	131.2	127.7	+4.0	+6.9
Sundries.....	121.0	121.1	116.5	-0.1	+3.9	Sundries.....	110.3	110.3	107.9	0	+2.2
Weighted Total.....	126.9	128.3	125.8	-1.1	+0.9	Weighted Total.....	124.1	124.3	122.9	-0.2	+1.0
Green Bay, Wis.						Macon					
Food.....	134.0	136.1	133.3	-1.5	+0.5	Food.....	152.5	150.1	157.2	+1.6	-3.0
Housing ¹	102.8	102.8	100.4	0	+2.4	Housing ¹	115.9	115.9	115.9	0	0
Clothing.....	133.4	133.2	126.7	+0.2	+5.3	Clothing.....	129.8	128.6	118.8	+0.9	+9.3
Fuel and light.....	108.9	108.9	106.4	0	+2.3	Fuel and light.....	101.5	101.5	98.9	0	+2.6
Housefurnishings.....	132.9	131.7	123.4	+0.9	+7.7	Housefurnishings.....	139.5	139.5	129.3	0	+7.9
Sundries.....	115.7	115.7	111.2	0	+4.0	Sundries.....	118.9	118.9	115.4	0	+3.0
Weighted Total.....	121.7	122.3	118.5	-0.5	+2.7	Weighted Total.....	130.1	129.1	128.4	+0.8	+1.3
Houston						Meadville, Pa.					
Food.....	143.1	142.0	140.7	+0.8	+1.7	Food.....	147.7	147.0	149.0	+0.5	-0.9
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	110.8	110.8	110.8	0	0
Clothing.....	127.2	127.2	124.6	0	+2.1	Clothing.....	119.6	119.2	116.7	+0.3	+2.5
Fuel and light.....	84.8	84.8	86.4	0	-1.9	Fuel and light.....	112.1	112.1	110.2	0	+1.7
Housefurnishings.....	119.7	119.9	114.7	-0.2	+4.4	Housefurnishings.....	138.2	138.2	131.1	0	+5.4
Sundries.....	115.9	115.9	109.3	0	+6.0	Sundries.....	125.0	124.9	120.2	+0.1	+4.0
Weighted Total.....	121.6	121.3	118.5	+0.2	+2.6	Weighted Total.....	127.4	127.1	126.0	+0.2	+1.1
Huntington, W. Va.						Memphis					
Food.....	149.4	149.0	148.8	+0.3	+0.4	Food.....	159.2	158.1	165.3	+0.7	-3.7
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	109.4	109.4	109.4	0	0
Clothing.....	127.3	127.4	119.1	-0.1	+6.9	Clothing.....	134.3	133.6	128.4	+0.5	+4.6
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	98.1	98.1	98.3	0	-0.2
Housefurnishings.....	129.3	129.4	126.0	-0.1	+2.6	Housefurnishings.....	127.9	129.6	128.6	-1.3	-0.5
Sundries.....	112.6	112.7	111.1	-0.1	+1.4	Sundries.....	109.1	109.1	105.8	0	+3.1
Weighted Total.....	126.3	126.2	124.4	+0.1	+1.5	Weighted Total.....	126.5	126.2	126.7	+0.2	-0.2

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since July, 1944.
²Revised data not comparable with indexes previously published. Data for earlier months available upon request.

n.a. Not available.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944		Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
Milwaukee						Parkersburg, W. Va.					
Food.....	143.2	145.9	139.5	-1.9	+2.7	Food.....	144.1	143.6	146.1	+0.3	-1.4
Housing ¹	103.4	103.4	103.3	0	+0.1	Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	135.0	134.0	128.6	+0.7	+5.0	Clothing.....	124.7	125.6	124.1	-0.7	+0.5
Fuel and light.....	109.8	109.8	107.6	0	+2.0	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	128.9	128.8	125.5	+0.1	+2.7	Housefurnishings.....	128.4	128.4	125.0	0	+2.7
Sundries.....	116.1	116.1	112.6	0	+3.1	Sundries.....	112.8	112.8	109.4	0	+3.1
Weighted Total.....	124.0	124.8	121.0	-0.6	+2.5	Weighted Total.....	124.0	123.9	123.5	+0.1	+0.4
Minneapolis						Philadelphia					
Food.....	149.2	147.8	148.4	+0.9	+0.5	Food.....	141.8	140.4	142.3	+1.0	-0.4
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	102.9	102.9	102.9	0	0
Clothing.....	133.9	133.5	127.0	+0.3	+5.4	Clothing.....	129.9	129.9	123.8	0	+4.9
Fuel and light.....	104.3	104.3	102.1	0	+2.2	Fuel and light.....	110.0	110.0	106.5	0	+3.3
Housefurnishings.....	121.8	121.8	122.2	0	-0.3	Housefurnishings.....	128.4	123.6	121.1	+3.9	+6.0
Sundries.....	115.5	115.5	112.8	0	+2.4	Sundries.....	122.7	122.8	110.9	-0.1	+10.6
Weighted Total.....	125.3	124.8	123.2	+0.4	+1.7	Weighted Total.....	126.4	125.7	122.5	+0.6	+3.2
Muskegon						Pittsburgh					
Food.....	161.9	162.3	162.4	-0.2	-0.3	Food.....	144.9	143.6	142.0	+0.9	+2.0
Housing ¹	115.2	115.2	115.2	0	0	Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	132.0	132.0	123.1	0	+7.2	Clothing.....	130.0	129.0	125.3	+0.8	+3.8
Fuel and light.....	114.6	114.6	113.3	0	+1.1	Fuel and light.....	110.3	110.3	110.3	0	0
Housefurnishings.....	121.2	121.2	120.0	0	+1.0	Housefurnishings.....	118.8	119.1	118.0	-0.3	+0.7
Sundries.....	117.8	117.5	111.4	+0.3	+5.7	Sundries.....	115.5	115.5	111.4	0	+3.7
Weighted Total.....	131.2	131.2	128.4	0	+2.2	Weighted Total.....	124.6	124.1	122.1	+0.4	+2.0
Newark						Portland, Ore.					
Food.....	139.0	137.4 ^r	144.4	+1.2	-3.7	Food.....	146.5	148.8	142.6	-1.5	+2.7
Housing ¹	101.4	101.4	101.4	0	0	Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	126.3	126.2	120.9	+0.1	+4.5	Clothing.....	139.6	139.8	129.6	-0.1	+7.7
Fuel and light.....	102.7	102.7 ^r	104.0	0	-1.3	Fuel and light.....	124.7	124.7	124.7	0	0
Housefurnishings.....	135.1	134.7	131.2	+0.3	+3.0	Housefurnishings.....	119.6	120.9	119.9	-1.1	-0.3
Sundries.....	116.5	116.5	113.4	0	+2.7	Sundries.....	115.6	115.6	112.0	0	+3.2
Weighted Total.....	122.7	122.1	123.5	+0.5	-0.6	Weighted Total.....	127.4	128.1 ^r	123.9	-0.5	+2.8
New Haven						Providence					
Food.....	136.7	135.9	135.0	+0.6	+1.3	Food.....	143.7	143.3	138.9	+0.3	+3.5
Housing ¹	105.3	105.3	105.3	0	0	Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	127.2	127.7	120.0	-0.4	+6.0	Clothing.....	133.7	133.5	118.6	+0.1	+12.7
Fuel and light.....	111.6	111.6	109.7	0	+1.7	Fuel and light.....	115.2	115.2	113.6	0	+1.4
Housefurnishings.....	124.5	124.5	124.4	0	+0.1	Housefurnishings.....	126.5	126.5	125.5	0	+0.8
Sundries.....	109.4	109.1	107.1	+0.3	+2.1	Sundries.....	117.9	117.9	116.4	0	+1.3
Weighted Total.....	119.8	119.5	117.7	+0.3	+1.8	Weighted Total.....	124.9	124.8	121.4	+0.1	+2.9
New Orleans						Richmond					
Food.....	151.1	149.3	151.9	+1.2	-0.5	Food.....	161.5	157.3	153.1	+2.7	+5.5
Housing ¹	110.6	110.6	110.6	0	0	Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	132.6	132.6	127.9	0	+3.7	Clothing.....	121.2	121.2	118.4	0	+2.4
Fuel and light.....	88.2	88.2	88.1	0	+0.1	Fuel and light.....	107.9	107.9	105.2	0	+2.6
Housefurnishings.....	123.5	124.4	123.4	-0.7	+0.1	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	119.3	119.3	114.9	0	+3.8	Sundries.....	108.9	108.9	107.0	0	+1.8
Weighted Total.....	130.0	129.3	128.7	+0.5	+1.0	Weighted Total.....	125.2	124.0	121.6	+1.0	+3.0
New York						Roanoke, Va.					
Food.....	148.2	148.6	145.1	-0.3	+2.1	Food.....	151.6	150.6	150.7	+0.7	+0.6
Housing ¹	100.8	100.8	100.8	0	0	Housing ¹	120.3	120.3	119.2	0	+0.9
Clothing.....	120.2	118.2	115.6	+1.7	+4.0	Clothing.....	117.7	117.7	113.8	0	+3.4
Fuel and light.....	117.2	117.2	110.8	0	+5.8	Fuel and light.....	107.9	107.9	104.1	0	+3.7
Housefurnishings.....	130.4	130.4	128.7	0	+1.3	Housefurnishings.....	121.9	121.9	121.9	0	0
Sundries.....	114.4	114.4	107.3	0	+6.6	Sundries.....	116.1	115.6	111.9	+0.4	+3.8
Weighted Total.....	124.9	124.8	121.2	+0.1	+3.1	Weighted Total.....	127.1	126.7	124.8	+0.3	+1.8
Omaha						Rochester					
Food.....	149.8	150.1	146.1	-0.2	+2.5	Food.....	145.1	148.3	146.3	-2.2	-0.8
Housing ¹	100.6	100.6	100.6	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	127.0	126.3	121.6	+0.6	+4.4	Clothing.....	130.9	130.7	128.1	+0.2	+2.2
Fuel and light.....	106.5	106.5	105.4	0	+1.0	Fuel and light.....	118.0	118.0	112.2	0	+5.2
Housefurnishings.....	143.8	143.8	136.6	0	+5.3	Housefurnishings.....	135.8	135.7	136.1	+0.1	-0.2
Sundries.....	115.0	114.9	111.9	+0.1	+2.8	Sundries.....	128.1	126.4	122.0	+1.3	+5.0
Weighted Total.....	124.6	124.5	121.7	+0.1	+2.4	Weighted Total.....	127.4	127.9 ^r	125.6	-0.4	+1.4

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since July, 1944.

^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944		Aug. 1944	July 1944	Aug. 1943	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
Rockford, Ill.						Spokane					
Food.....	148.9	150.3	144.5	-0.9	+3.0	Food.....	141.0	139.4	139.9	+1.1	+0.8
Housing ¹	138.1	138.1 ^r	138.0	0	+0.1	Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	125.6	125.4	121.0	+0.2	+3.8	Clothing.....	124.0	124.0	121.2	0	+2.3
Fuel and light.....	113.1	113.1	111.3	0	+1.6	Fuel and light.....	133.9	133.9	133.5	0	+0.3
Housefurnishings.....	131.1	131.1	131.3	0	-0.2	Housefurnishings.....	133.5	133.5	132.3	0	+0.9
Sundries.....	115.4	115.5	112.5	-0.1	+2.6	Sundries.....	114.9	114.9	109.8	0	+4.6
Weighted Total.....	131.8	132.2	129.0	-0.3	+2.2	Weighted Total.....	124.9	124.3	122.7	+0.5	+1.8
Sacramento						Syracuse					
Food.....	148.8	149.3	148.5	-0.3	+0.2	Food.....	138.8	140.4	146.3	-1.1	-5.1
Housing ¹	104.1	104.1	104.1	0	0	Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	137.4	136.7	122.9	+0.5	+11.8	Clothing.....	132.9	132.6	127.8	+0.2	+4.0
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	114.2	114.2	109.0	0	+4.8
Housefurnishings.....	144.2	143.5	137.1	+0.5	+5.2	Housefurnishings.....	134.2	135.4	130.8	-0.9	+2.6
Sundries.....	120.0	120.0	112.7	0	+6.5	Sundries.....	114.5	114.5	112.6	0	+1.7
Weighted Total.....	126.9	127.0	122.9	-0.1	+3.3	Weighted Total.....	124.4	124.9	125.1	-0.4	-0.6
St. Louis						Toledo					
Food.....	145.8	146.0	147.7	-0.1	-1.3	Food.....	143.6	143.7	142.8	-0.1	+0.6
Housing ¹	105.8	105.8	106.0	0	-0.2	Housing ¹	113.0	113.0	109.4	0	+3.3
Clothing.....	127.9	127.8	123.2	+0.1	+3.8	Clothing.....	125.4	125.4	123.1	0	+1.9
Fuel and light.....	114.7	114.7	111.0	0	+3.3	Fuel and light.....	107.6	107.7	105.2	-0.1	+2.3
Housefurnishings.....	118.4	118.4	118.1	0	+0.3	Housefurnishings.....	123.7	123.7	122.0	0	+1.4
Sundries.....	111.4	111.4	108.2	0	+3.0	Sundries.....	126.2	126.2	111.0	0	+13.7
Weighted Total.....	124.2	124.3	123.3	-0.1	+0.7	Weighted Total.....	126.9	126.9	121.7	0	+4.3
St. Paul						Wausau, Wis.					
Food.....	143.6	142.4	142.8	+0.4	+0.1	Food.....	152.8	156.2	154.5	-2.2	-1.1
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	124.2	124.1	119.7	+0.1	+3.8	Clothing.....	133.3	133.3	125.0	0	+10.6
Fuel and light.....	106.8	106.8	104.1	0	+2.6	Fuel and light.....	109.8	109.8	107.5	0	+2.1
Housefurnishings.....	126.6	126.4	125.7	+0.2	+0.7	Housefurnishings.....	126.2	126.2	123.9	0	+1.9
Sundries.....	116.0	116.0	112.5	0	+3.1	Sundries.....	111.3	111.3	108.7	0	+2.4
Weighted Total.....	122.2	122.0	120.5	+0.2	+1.4	Weighted Total.....	125.8	126.8	123.6	-0.8	+1.8
San Francisco - Oakland						Wilmington, Del.					
Food.....	146.2	145.5	144.3	+0.5	+1.3	Food.....	143.6	143.7	143.4	-0.1	+0.1
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	104.6	104.6	104.0	0	+0.6
Clothing.....	132.0	131.6	125.2	+0.3	+5.4	Clothing.....	130.7	130.6	124.9	+0.1	+4.6
Fuel and light.....	89.7	89.7	88.9	0	+0.9	Fuel and light.....	104.8	104.8	103.3	0	+1.5
Housefurnishings.....	119.7	119.6	119.8	+0.1	-0.1	Housefurnishings.....	120.1	120.1	116.5	0	+3.1
Sundries.....	119.2	119.2	110.4	0	+8.0	Sundries.....	112.6	112.6	110.0	0	+2.4
Weighted Total.....	125.2	124.9	121.2	+0.2	+3.3	Weighted Total.....	124.2	124.3	122.5	-0.1	+1.4
Seattle						Youngstown					
Food.....	152.0	151.0	150.9	+0.7	+0.7	Food.....	150.6	148.7	151.7	+1.3	-0.7
Housing ¹	114.3	114.3	114.3	0	0	Housing ¹	105.6	105.6	105.3	0	+0.3
Clothing.....	121.0	121.2	119.9	-0.2	+0.9	Clothing.....	135.9	134.9	128.6	+0.7	+5.7
Fuel and light.....	115.9	115.9	113.9	0	+1.8	Fuel and light.....	106.7	106.7	104.6	0	+2.0
Housefurnishings.....	121.4	121.4	120.3	0	+0.9	Housefurnishings.....	136.6	136.6	134.6	0	+1.5
Sundries.....	112.3	112.3	108.9	0	+3.1	Sundries.....	111.6	111.6	107.4	0	+3.9
Weighted Total.....	126.8	126.5	125.2	+0.2	+1.3	Weighted Total.....	126.2	125.5	124.3	+0.6	+1.5

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since July, 1944.

^rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

CITY	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	CITY	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	CITY	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	CITY	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	-1.1	-2.1	Food.....	-0.5	+1.4	Food.....	+0.6	-1.2	Food.....	+0.2	+0.3
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	+0.3
Clothing.....	0	+3.5	Clothing.....	+1.3	+4.7	Clothing.....	-0.6	+7.2	Clothing.....	+0.2	+5.6
Fuel and light.....	0	+3.8	Fuel and light.....	0	+2.9	Fuel and light.....	0	+6.5	Fuel and light.....	-0.1	-0.4
H'sefurnishings.....	-0.5	+1.0	H'sefurnishings.....	-3.4	+2.1	H'sefurnishings.....	0	+1.0	H'sefurnishings.....	+0.3	+0.8
Sundries.....	-0.3	+10.5	Sundries.....	0	+2.4	Sundries.....	0	+1.7	Sundries.....	0	+12.0
W'ghted Total.....	-0.5	+2.3	W'ghted Total.....	-0.2	+2.0	W'ghted Total.....	+0.2	+1.2	W'ghted Total.....	+0.1	+3.5

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since July, 1944.

²Includes Lockport and Rockdale.

COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing ²		Clothing		Fuel-Light		House Furnishings		Sundries	
	Aug. 1944	July, 1944	Aug. 1944	July, 1944	Aug. 1944	July, 1944	Aug. 1944	July, 1944	Aug. 1944	July, 1944	Aug. 1944	July, 1944	Aug. 1944	July, 1944
United States ¹	105.0	105.0	111.6	111.7	90.9	90.9	93.0	92.5	95.7	95.7	a	a	113.6	113.6
Akron.....	128.1	127.9	148.0	147.2	113.8	113.8	125.3	125.3	112.5	112.5	118.4	118.4	123.4	123.4
Atlanta.....	124.9	124.5	149.1	148.1	99.2	99.2	126.7	126.1	113.1	113.1	118.6	118.6	118.2	118.2
Baltimore.....	129.3	129.3	148.9	149.0	103.2	103.2	128.2	128.2	107.5	107.5	138.2	138.2	125.7	125.7
Birmingham.....	128.6	127.8	155.6	153.4	105.7	105.7	129.8	130.4	103.9	103.8	120.2	117.8	121.3	121.3
Boston.....	123.2	123.4	137.2	137.6	103.5	103.5	128.3	128.3	122.6	122.6	122.6	122.6	116.6	116.6
Bridgeport.....	126.4	126.9	137.6	138.9	106.5	106.5	128.6	128.6	120.0	120.0	126.6	126.6	128.5	128.5
Buffalo.....	123.8	124.5	141.2	143.5	114.3	114.3	120.6	120.6	108.6	108.6	129.9	129.9	114.6	114.6
Chattanooga.....	128.2	127.5	162.1	159.7	103.3	103.3	123.1	122.9	100.7	100.7	121.5	121.5	116.7	116.7
Chicago.....	124.0	124.2	144.4	145.0	105.8	105.8	129.9	129.5	98.9	98.9	125.1	125.1	117.6	117.6
Cincinnati.....	123.3	123.8	138.7	140.6	100.9	100.9	137.5	136.6	106.0	106.0	124.7	124.4	116.5	116.5
Cleveland.....	125.6	125.8	141.0	141.6	109.7	109.7	133.7	133.5	105.7	105.2	130.0	130.0	120.5	120.5
Dallas.....	124.5	123.5	147.7	144.5	105.6	105.6	127.1	127.1	89.1	89.1	129.3	127.6	120.3	120.3
Dayton.....	125.2	125.5	145.3	146.6	105.9	105.9	124.2	124.2	105.9	105.8	129.5	128.2	120.1	120.0
Denver.....	125.0	125.9	138.9	142.3	105.6	105.6	130.4	129.7	101.6	101.6	133.4	130.5	124.1	124.1
Des Moines.....	123.9	124.1	137.0	137.8	105.3	105.3	133.5	133.4	120.9	120.9	126.1	125.9	119.9	119.9
Detroit.....	129.3	129.6	147.5	149.3	107.0	107.0	133.3	131.7	112.1	112.1	126.0	126.0	128.8	128.8
Duluth.....	123.2	123.3	137.0	137.6	100.2	100.2	136.1	135.3	107.5	107.5	140.4	140.4	117.3	117.3
Erie, Pa.....	132.2	132.2	152.2	153.2	110.0	110.0	142.2	137.7	113.0	113.0	129.9	129.9	127.7	127.7
Fall River.....	125.6	124.8	136.1	135.8	104.3	104.3	134.7	134.8	116.6	116.6	118.2	116.7	126.3	123.9
Front Royal, Va.....	n.a.	n.a.	164.4	162.6 ^r	n.a.	n.a.	144.1	143.7	111.4	111.4	132.4	132.4	118.1	118.1 ^r
Grand Rapids.....	128.4	129.7	143.0	148.5	106.5	106.5	135.7	132.8	110.9	110.9	146.2	146.2	125.9	125.9
Green Bay, Wis.....	122.8	123.5	134.1	137.0	102.8	102.8	133.4	133.2	108.9	108.9	129.3	128.5	120.4	120.4
Houston.....	123.3	123.0	143.1	142.0	105.7	105.7	127.2	127.2	84.8	84.8	117.4	117.6	121.2	121.2
Huntington, W. Va.....	126.7	126.6	147.3	146.8	111.7	111.7	127.3	127.4	100.0	100.0	129.3	129.4	117.0	117.0
Indianapolis.....	128.0	128.4	150.1	151.5	107.9	107.9	126.3	126.2	112.0	111.9	125.1	125.1	123.0	123.0
Kansas City, Mo.....	123.9	123.8	134.4	134.1	105.2	105.2	128.6	128.4	109.5	109.5	122.9	122.8	125.6	125.5
Lansing.....	131.4	132.2	166.1	169.4	98.0	98.0	128.2	127.6	105.2	105.2	133.4	133.4	129.4	129.4
Los Angeles ²	125.7	125.2	146.8	145.1	106.2	106.2	125.2	125.1	93.4	93.4	120.6	120.6	122.2	122.1
Louisville.....	124.9	125.1	144.3	145.9	103.9	103.9	124.8	124.1	113.4	113.4	134.7	130.5	114.1	114.2
Macon.....	132.0	131.3	151.5	149.5	115.9	115.9	129.8	128.6	101.5	101.5	134.9	134.9	125.6	125.6
Meadville, Pa.....	127.3	127.2	146.3	146.1	110.8	110.8	119.6	119.2	112.1	112.1	136.0	136.0	125.8	125.8
Memphis.....	127.1	126.9	157.0	156.3	109.4	109.4	134.3	133.6	98.1	98.1	127.8	129.1	114.1	114.1
Milwaukee.....	124.9	125.7	142.7	145.7	103.4	103.4	135.0	134.0	109.8	109.8	127.9	127.9	121.0	121.0
Minneapolis.....	126.3	125.8	149.3	148.0	103.7	103.7	133.9	133.5	104.3	104.3	121.9	121.9	120.9	120.9
Muskegon, Mich.....	131.9	132.0	161.9	162.6	115.2	115.2	132.0	132.0	114.6	114.6	120.6	120.6	120.6	120.3
Newark.....	123.5	122.8	139.1	137.4 ^r	101.4	101.4	126.3	126.2	102.8	102.8 ^r	132.9	132.6	119.4	119.4
New Haven.....	120.1	119.9	135.9	135.3	105.3	105.3	127.2	127.7	111.8	111.8	124.4	124.4	111.6	111.3
New Orleans.....	129.6	128.9	149.4	147.6	110.6	110.6	132.6	132.6	88.2	88.2	123.5	124.1	121.0	121.0
New York.....	124.1	124.0	146.1	146.5	100.8	100.8	120.2	118.2	117.2	117.2	130.0	130.0	114.4	114.4
Omaha.....	125.7	125.8	148.5	149.0	100.6	100.6	127.0	126.3	106.5	106.5	139.9	139.9	121.2	121.1
Parkersburg, W. Va.....	125.1	125.1	144.3	143.9	104.2	104.2	124.7	125.6	94.6	94.6	128.4	128.4	116.5	116.5
Philadelphia.....	126.5	125.9	140.4	138.8	102.9	102.9	129.9	129.9	110.0	110.0	126.3	123.5	125.1	125.1
Pittsburgh.....	124.9	124.4	143.2	141.9	105.7	105.7	123.0	129.0	110.3	110.3	118.3	118.5	118.9	118.9
Portland, Ore.....	127.8	128.6	144.5	146.9	110.0	110.0	139.6	139.8	124.9	124.9	119.5	120.6	118.5	118.5
Providence.....	125.1	125.0	142.4	142.1	103.3	103.3	133.7	133.5	115.4	115.4	126.2	126.2	120.2	120.2
Richmond.....	124.0	122.9	158.8	155.0	103.1	103.1	121.2	121.2	107.9	107.9	121.2	121.2	107.8	107.8
Roanoke, Va.....	127.2	126.8	150.7	149.7	120.3	120.3	117.7	117.7	107.9	107.9	121.9	121.9	117.0	116.6
Rochester.....	127.5	128.1	144.7	147.9	103.9	103.9	130.9	130.7	118.0	118.0	135.8	135.7	128.3	127.0
Rockford, Ill.....	132.9	133.4	148.2	150.0	138.1	138.1 ^r	125.6	125.4	113.6	113.6	131.2	131.2	121.3	121.4
Sacramento.....	127.1	127.3	147.6	148.4	104.1	104.1	137.4	136.7	80.8	80.8	144.0	143.3	122.1	122.1
St. Louis.....	125.1	125.2	145.1	145.5	105.8	105.8	127.9	127.8	114.7	114.7	118.2	118.2	116.0	116.1
St. Paul.....	123.2	123.0	142.5	141.9	100.9	100.9	124.2	124.1	106.6	106.6	126.3	126.2	120.9	120.9
San Francisco-Oakland	125.7	125.4	144.8	144.1	100.9	100.9	132.0	131.6	89.7	89.7	119.9	119.8	122.2	122.2
Seattle.....	126.8	126.5	150.2	149.2	114.3	114.3	121.0	121.2	115.9	115.9	120.9	120.9	114.4	114.4
Spokane.....	125.1	124.5	139.5	137.6	102.0	102.0	124.0	124.0	133.9	133.9	132.9	132.9	117.9	117.9
Syracuse.....	125.7	126.2	138.8	140.4	116.2	116.2	132.9	132.6	114.2	114.2	132.2	133.1	118.7	118.7
Toledo.....	127.9	128.1	142.9	143.7	113.0	113.0	125.4	125.4	107.6	107.7	123.3	123.3	127.8	127.8
Wausau, Wis.....	126.5	127.5	151.7	155.2	102.7	102.7	138.3	138.3	109.8	109.8	125.7	125.7	116.5	116.5
Wilmington, Del.....	125.1	125.1	142.9	143.0	104.6	104.6	130.7	130.6	104.8	104.8	119.9	119.9	116.6	116.6
Youngstown.....	127.3	126.7	152.0	150.3	105.6	105.6	135.9	134.9	106.7	106.7	134.8	134.8	114.9	115.0

PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944	July 1944 to Aug. 1944	Aug. 1943 to Aug. 1944
	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944	Aug. 1944
Evansville, Ind.....	-0.5	+3.2	-1.1	-1.5	0	0	0	+3.5	0	+3.8	-0.5	+1.0	-0.2	+10.3
Joliet, Ill. ⁴	-0.3	+2.5	-0.9	+0.9	0	0	+1.3	+4.7	0	+2.9	-2.4	+2.9	0	+3.9
Lewistown, Pa.....	+0.1	+1.3	+0.5	-1.1	0	0	-0.6	+7.2	0	+6.5	0	+0.7	0	+2.1
Trenton, N. J.....	+0.2	+3.6	+0.3	0	0	+0.3	+0.2	+5.6	-0.1	-0.4	+0.2	+0.6	0	+12.2

¹1923=100.

²Data on rents are collected quarterly (January 15; April 15; July 15; and October 15). It is assumed no change has occurred since July 15, 1944.

³Revised data not comparable with indexes previously published. Data for earlier months available upon request.

⁴Includes Lockport and Rockdale.

⁵Included in sundries

n.a. Not available

^rRevised

Strikes and Turnover Rates

FOR THE SECOND consecutive month, the number of strikes begun and the number of workers idle were less than in the preceding month, according to preliminary estimates released by the United States Bureau of Labor Statistics.

This does not mean that the resultant figures in July presented a good picture. In July, 470 strikes were started, a greater number than for any month since September, 1941, except for May and June of this year. There were 145,000 workers involved in strikes beginning in July, as compared with 155,000 the previous month, and 121,000 in July, 1943. Man days idle because of all strikes during July totaled 680,000, the same as during the month of June.

AUGUST STRIKES

THE CONFERENCE BOARD's tabulation of strikes occurring during August does not even in its incompleteness indicate a great lessening of strike activity as compared with former months. Among the most important disputes of the month were the ones of the Philadelphia Transportation Company in Philadelphia, the Electric Boat Company at Groton, Connecticut, and that of the soft coal miners in the western Pennsylvania area.

The wave of strikes in the soft coal industry hit various companies on different dates, beginning around the middle of August. The procedure followed varied from mine to mine. In some instances, the

miners returned to work early in the dispute, but in others they still remain out. In general, however, the pattern was the same. The United Clerical, Technical and Supervisory Employees of the Mining Industry Division of the United Mine Workers desired recognition by the companies of their union as the collective bargaining agent of the supervisory employees. With supervisors on strike, none of the necessary inspections was made and the miners were not permitted to enter the mines and perform their regular work. Shutdowns naturally were the next step. Finally, on September 1, President Roosevelt authorized Secretary Ickes to seize and operate ten of the mines on the ground that prosecution of the war would be impeded if these labor troubles were not settled. Orders for further seizures are being made as necessary. Close to 70 mines with 1,500 supervisory employees and 30,000 produc-

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 = 100)	Turnover Rate per 100 Employees ¹					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					Accessions ⁵
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁴	Layoffs ⁴	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.63	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.61
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943a.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1943 June.....	433	187	4,699	259	7.07	5.20	.76	.61	.50	8.40
July.....	369	121	695	260	7.56	5.61	.77	.63	.50	7.83
August.....	310	106	357	264	8.18	6.30	.75	.67	.46	7.62
September.....	237	67	210	267	8.16	6.29	.72	.62	.53	7.73
October.....	287	121	1,013	269	7.02	5.19	.68	.64	.51	7.17
November.....	325	136	2,863	268	6.37	4.46	.59	.63	.69	6.62
December.....	355	263	787	258	6.55	4.38	.58	.60	.99	5.19
1944 January.....	330	110	625	259	6.69	4.60	.61	.69	.79	6.47
February.....	330	115	470	259	6.52	4.56	.56	.64	.76	5.46
March.....	360	115	415	257	7.33	5.00	.81	.65	.87	5.76
April.....	435	155	580	255	6.78	4.90	.71	.59	.58	5.53
May.....	610	290	1,400	253	7.08	5.27	1.68	1.63	1.50	7.39
June.....	500	155	680	252	7.07	5.38	1.51	1.63	1.50	7.53
July.....	p470	p145	p680	p251	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING DURING AUGUST¹

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building and Mining						
Bethlehem Steel Corporation ²	n.a.	Johnstown, Pa.	8/ 5	8/ 7	170	¹ Incomplete report based on information appearing in the press.
Bigelow-Sanford Carpet Company, Inc. ³	n.a.	Thompsonville, Conn.	13	20	100	² Car shop and wheel mill were affected.
Bohn Aluminum & Brass Corporation ⁴	CIO	Detroit, Mich.	7	...	38	³ Jacquard weavers.
Briggs Manufacturing Company						⁴ Foundry workers.
Hamtramck Plant.	AFL	Detroit, Mich.	8/ 2	8/ 3	425	⁵ The strike of the entire day shift caused the shutdown of the entire plant.
Hamtramck Plant.	AFL	Detroit, Mich.	22	..	2,800a	⁶ Mechanics Educational Society of America.
Hamtramck Plant.	CIO	Detroit, Mich.	26	29	1,230b	⁷ The company closed the plant charging that employees had deliberately slowed down production to 65%. The union claimed the slowdown was due to faulty machinery.
Outer Drive Plant ⁵	CIO	Detroit, Mich.	9	13	3,000	⁸ Three plants were affected.
Bull Dog Electric Products Company	AFL	Detroit, Mich.	1	4	400	⁹ Welders and assemblers in the amphibian tractor department.
Carnegie Illinois Steel Corporation	UMW	Pittsburgh, Pa.	15	20	655c	¹⁰ Main plant closed.
Chrysler Corporation						¹¹ Cutters.
De Soto Warren Avenue plant	CIO	Detroit, Mich.	29	..	54	¹² No. 21 mine.
Detroit Tank Arsenal	n.a.	Detroit, Mich.	12	..	600d	¹³ Bar mill.
Dodge Truck plant	CIO	Detroit, Mich.	14	16	2,500e	¹⁴ Seamless tube mill.
Jefferson Avenue plant	n.a.	Detroit, Mich.	23	24	1,500	¹⁵ Vesta No. 5 mine.
Cleveland Graphite Bronze Company	6	Cleveland, Ohio	31	..	5,000	¹⁶ Drivers for trucking firm which has a contract for hauling work caused the stoppage.
Consolidated Paper Company	CIO	Monroe, Mich.	7	16	n.a.	¹⁷ The companies affected were: Hillman Coal and Coke Company, Crucible Fuel Company, Big Bend Coal Company, and Republic Steel Company.
Decorated Metal Manufacturing Company ⁷	AFL	Brooklyn, N. Y.	4	11	250	¹⁸ Two plants were affected.
Dossin Food Products	CIO	Detroit, Mich.	12	30	330	¹⁹ Westland mine.
Electric Boat Company	Ind.	Groton, Conn.	14	17f	11,000	²⁰ Lindley mine.
Ford Collieries Company	UMW	Curtisville, Pa.	17	..	850	²¹ Allenport plant.
Ford Motor Company						²² The entire plant was shut down.
Highland Park plant	CIO	Detroit, Mich.	10	10	1,100	²³ Melvindale Forge Division.
Highland Park plant	CIO	Detroit, Mich.	25	27	8,000g	²⁴ Isabella mine.
Gear Grinding Machine Company ⁸	CIO	Detroit, Mich.	2	10	1,000	²⁵ Magee mine.
General Motors Corporation						²⁶ Plants in Paterson, East Paterson, Fair Lawn and Woodridge were affected.
Chevrolet Gear & Axle plant	CIO	Detroit, Mich.	8	13	7,000	²⁷ 2,000,000 workers were deprived of transportation facilities until the Army took over the line on August 3. The workers returned on August 7.
Gorham Tool Company	CIO	Detroit, Mich.	21	23	300	²⁸ Musicians.
Graham-Paige Motors Corporation ⁹	CIO	Detroit, Mich.	10	16	525	²⁹ Twelve companies in Lancaster, 40 in York, and several in Harrisburg, Pa. were affected.
Hudson Motor Car Company ¹⁰	CIO	Detroit, Mich.	29	..	7,500	³⁰ Territory bounded by Texas, Montana, and Illinois affecting 103 companies.
International Nickel Company	CIO	Huntington, W. Va.	18	25	2,000	³¹ Employees of the gas, water, sewer, sewage disposal, street and park departments.
International Nickel Company	CIO	Huntington, W. Va.	27	30	2,000	^a 88 interplant drivers affected 7 plants and caused 2,800 to be idle.
International Shoe Company ¹¹	CIO	St. Louis, Mo.	14	14	300	^b 50 nailers who struck on August 26 were joined on August 28 by 1,200 sympathy strikers.
Jamison Coal & Coke Company ¹²	UMW	Mt. Pleasant, Pa.	23	24	218	^c A strike of 200 caused 455 others to be idle.
Jones & Laughlin Steel Corporation ¹³	n.a.	Aliquippa, Pa.	1	9	320h	^d A strike of 23 jitney drivers forced 600 to be idle.
Jones & Laughlin Steel Corporation ¹⁴	n.a.	Aliquippa, Pa.	6	8	1,330i	^e Interplant truck drivers caused shutdown of the entire plant.
Jones & Laughlin Steel Corporation ¹⁵	UMW	Vestaburg, Pa.	22	24	1,000	^f 4,450 returned to work.
Kelsey-Hayes Wheel Company	CIO	Detroit, Mich.	22	..	2,100j	^g 2,800 machine operators caused 3,200 others to be idle.
Koppers Coal Company	n.a.	Portage, Pa.	11	14	650	^h 20 striking crane men caused 300 others to be idle.
Lawson Manufacturing Company	n.a.	Pittsburgh, Pa.	1	5	80	ⁱ 180 striking crane men caused 1,250 others to be idle.
Liggett and Myers Tobacco Company	AFL	St. Louis, Mo.	3	8	2,200k	^j 1,300 employees at the Military Avenue plant, and 800 at the gun plant.
Mahon (R. C.) Company ¹⁶	AFL	Detroit, Mich.	22	..	15	^k 400 workers forced 1,800 others to be idle.
Miners ¹⁷	UMW	Western Pennsylvania	16	..	2,550	^l 80 crane men forced 200 others to be idle.
Monsanto Chemical Company	AFL	St. Louis, Mo.	24	..	17	^m The dispute was started on June 29.
National Tube Company	n.a.	Ellwood City, Pa.	7	..	220l	ⁿ A strike of 230 men caused 2,300 others to be idle.
Packard Motor Car Company	CIO	Detroit, Mich.	24	24	1,000	^o 20 men started a walkout by refusing to perform new operations on tanks at reduced piece-work rates.
Paper Convertors Company	CIO	St. Louis, Mo.	23	..	100	^p The company cited the number of strikers as 3,200 while the union quoted 20,000.
Pennsylvania Transformer Company ¹⁸	CIO	North Side, Pa.	3	24	300	^{n.a.} Information not available.
Philadelphia & Reading Coal & Iron Corporation	UMW	Shenandoah, Pa.	m	25	4,000	^A FL—American Federation of Labor.
Pittsburgh Coal Company ¹⁹	UMW	Washington Co., Pa.	8	11	550	^C IO—Congress of Industrial Organizations.
Pittsburgh Coal Company ²⁰	UMW	Washington Co., Pa.	22	24	277	^I n'd. Independent union.
Pittsburgh Coal Company ²⁰	UMW	Washington Co., Pa.	25	..	277	^U MW—United Mine Workers.
Pittsburgh Steel Company ²¹	CIO	Pittsburgh, Pa.	21	24	2,530n	
Ramapo-Ajax Company	AFL	East St. Louis, Ill.	28	30	104	
Ramapo-Ajax Company	AFL	East St. Louis, Ill.	31	..	104	
St. Louis Car Company	CIO	St. Louis, Mo.	4	16	1,200o	
Star Tool and Die Works	CIO	Detroit, Mich.	7	..	140	
Sterling Steel Castings Company ²²	AFL	Monsanto, Ill.	24	29	250	
Timken-Detroit Axle Company ²³	CIO	Detroit, Mich.	24	24	400	
Walsh-Kaiser Company	n.a.	Providence, R. I.	22	..	7,650	
Walsh-Kaiser Company	n.a.	Providence, R. I.	25	..	100	
Weirton Steel Company ²⁴	n.a.	Fayette County, Pa.	16	17	860	
Westmoreland Coal Company ²⁵	n.a.	Westmoreland Co., Pa.	16	17	120	
Wilbur Coal Company	UMW	Hooversville, Pa.	6	10	45	
Wright Aeronautical Corporation ²⁶	CIO	Paterson, N. J.	6	..	20,000p	
Miscellaneous						
Filtration plant	n.a.	Aspinwall, Pa.	11	14	100	
Fox theater ushers	n.a.	St. Louis, Mo.	4	4	21	
Greyhound Corporation	CIO	Detroit, Mich.	15	..	80	
Philadelphia Transportation Company ²⁷	CIO	Philadelphia, Pa.	1	7	6,000	
Radio Station KSTP ²⁸	AFL	Minneapolis, Minn.	7	..	n.a.	
Reading Street Railway Company	AFL	Reading, Pa.	4	..	n.a.	
Truck drivers	AFL	29	7	12	600	
Truckers	AFL	30	4	14	25,000	
Ypsilanti municipal employees ³¹	CIO	Ypsilanti, Mich.	2	3	80	

tion workers are involved. These mines normally produce about 150,000 tons daily which are mostly converted into coke for steel mills.

The Philadelphia Transportation Company was affected by a strike in protest of the raising of several Negro workers to operators' jobs. The company operates all the city's subways and elevated trains, street cars and buses. On August 1, the 6,000 employees of the company left their jobs, thereby leaving 2 million persons without normal transportation facilities. The same situation prevailed on August 2 when the case was turned over to President Roosevelt to handle. On August 3, the Army was directed to take control of the system but complete service was not restored until August 7, when the employees of the system decided to return to work, after they had been threatened with loss of their jobs, loss of unemployment benefits, denial of certificates of availability for the duration of the war, cancellations of occupational deferments, reclassification in the draft and invokement of the fine and imprisonment provisions of the Smith-Connally anti-strike act.

The strike of the 11,000 workers of the Electric Boat Company in Groton, Connecticut, which lasted from August 14 to August 17, was of special interest since it followed a vote on August 12 in which the majority of the workers decided not to strike. The count was 6,334 workers against and 1,717 in favor of striking. The company is one of the largest producers of submarines in the country, and this vital production was held up for four days. The union had wanted the pay increases previously granted by the War Labor Board made retroactive to July, 1943, and settlement of thirty-four grievances. The employees went back to work on the promise of a conference on the grievances.

TURNOVER RATES

The total separation rate for manufacturing industries was 7.07 per hundred employees in June, the same as for June a year ago, according to the preliminary estimates of the Bureau of Labor Statistics. The June, 1944, figure was almost identical with the previous month's figure of 7.08. All the component rates approximated their levels of a year ago, as can be seen in the accompanying table, and show only minor changes from the previous month.

The quit rate increased for the third consecutive month to 5.38, the highest for this series since September, 1943. Discharges were the highest since January, 1944, layoffs the lowest since August, 1943,

and miscellaneous separations were at the lowest rate since November, 1941. The increase in miscellaneous separations since November, 1941, has largely been caused by military separations, which are included in the rates as shown in the table. The military separation component was the lowest in June since Pearl Harbor—.44 per hundred employees.

The total accession rate increased for

the second consecutive month in June to 7.53, the highest rate since September, 1943. It is the first month since November, 1943, that accessions exceeded separations. The increase in the hiring rate reflects the beginning of the influx of summer workers and the closing of schools of all grades.

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Employment in July

EMPLOYMENT fell off by less than 150,000 from June to July as a result of the decline from the June peak in agricultural employment. A total of 64.4 million persons were at work or in the Services in July, according to preliminary estimates.

Civilian nonagricultural employment, which had declined sharply early in 1944, increased almost 100,000 in July and was higher than any other month this year.

The peak in employment of the labor force was probably reached in June, although the total of 64.5 million persons with jobs or in the Armed Forces did not quite reach the earlier prediction of the midyear peak for 1944 for two main

no variation from this trend is anticipated in view of the current labor situation. As for employment in industries manufacturing durable goods, it has been estimated that manpower requirements in that sector will decline fully a quarter of a million by the year's end.

TRENDS BY INDUSTRY

Industrial employment showed no net change from the preceding month in spite of continuing declines in durable manufacturing industries. An additional 50,000 workers in transportation offset decreases in the building trades and in factories.

Recent gains in nondurable industries have been slight, and will probably con-

Employment and Unemployment, July, 1942-July, 1944¹

In Thousands

Distribution of Labor Force and Employment	1944			1943	1942
	July ¹	June ¹	May	July	
Unemployment.....	8,104	8,386	7,377	8,024	1,860
Excess of employment over economic labor force.	64,357	64,500	63,449	63,712	57,097
Total employment.....	10,982	11,320	10,677	11,385	11,629
Agriculture.....	183	183	177	197	222
Forestry and fishing.....	21,309	21,310	21,249	22,314	21,611
Total industry.....	645	649	649	696	786
Extraction of minerals.....	15,368	15,392	15,429	16,320	14,689
Manufacturing.....	1,350	1,374	1,335	1,756	2,783
Construction.....	2,966	2,915	2,859	2,514	2,305
Transportation.....	980	980	979	1,028	1,047
Public utilities.....	7,363	7,392	7,409	7,410	7,461
Trade, distribution and finance.....	23,070	22,851	22,503	20,984	14,942
Service industries (including Armed Forces).....	1,450	1,444	1,433	1,421	1,233
Miscellaneous industries and services.....					
Emergency employment ²					
WPA, CCC, and NYA (out-of-school).....	a	a	a	a	656

¹Subject to revision.

²Not included in employment total.

aNo longer in existence.

reasons. A smaller agricultural labor force than usual handled the season's peak of operations on farms, and secondly, the downward trend of factory employment in war industries, brought about by production adjustments, had already marked the beginnings of industrial demobilization. The demand for farm labor normally declines in the latter half of the year, and

continue so at least until the end of the European phase of the war. Nevertheless, gains in the food group, particularly, have been large enough to partially offset losses in the heavy industries. As a result the over-all monthly declines in manufacturing have been reduced to a fraction of what they had been in the first quarter of the year.

Stabilization of employment in at least two industries—mining and public utilities—reflects the release of pressure by the draft. Inductions in recent months have been lower and confined largely to youngsters and those in less essential occupations.

DEMobilIZATION TRENDS

Current trends in demobilization are only dimly outlined in today's discussions of manpower. While the "tendency of temporarily displaced workers to be done with the war now that peace seems near"¹ has caused alarm in some circles, the public at large is more concerned with the sizable readjustments in labor requirements² which will come when hostilities in Europe cease. The one and a half million members of the Armed Forces already discharged over a period of two and a half years have been readily absorbed. Re-employment of an additional two million veterans released after the first phase of the war will prove much more difficult.

Estimates of the number of additional civilian jobs which must be found for war workers and returning veterans must also take into account another type of demobilization which is inevitable as the transition period gets under way. That is the retirement from the labor force of women and young people who have taken jobs under the stress of a wartime economy.

Over 18 million women—more than ever before in the United States—were said to be employed at the midyear. Normally, there would have been less than 14.5 million women in the labor force. In April of this year, about 3 million boys and girls between fourteen and seventeen years of age were working full or part time. This is more than triple the number in that age group at work in March, 1940.

A major sociological problem has now developed in the failure of these new "breadwinners" to leave their more "profitable" occupations and return to schools. Theirs has been an important contribution in time of labor stringency, but they may be expected to withdraw from the labor market when work opportunities, among other factors, bring about a return to prewar trends toward longer schooling. The extent to which women newly recruited will retire from the labor market remains problematical. One estimate indicates that about 40% of the 4 million-5 million new female workers will not seek postwar employment.

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¹War Manpower Commission, *Manpower Review*, August, 1944.

²Reductions of from one-third to one-half in munitions output recently have been assumed by economists for appraisal of possible adjustments in the labor supply.

Chronology of Labor Relations

August

1 *Color Problem Causes Strike*

Entire system of Philadelphia Transportation Company paralyzed by strike caused by controversy over training and employment of colored operators.

2 *UAW Disciplines Local*

Executive Board of UAW (CIO) discharges president of Local No. 235, Milwaukee, and orders the 7,000 striking members to return to work.

3 *Army Takes Over*

On orders of President, Army takes control of strike-bound Philadelphia transit system.

Army Furloughs Needed Workers

In first positive action to break manpower bottlenecks in lagging industries, Army announces that it will furlough experienced heavy-tire builders to return to manufacturing work.

4 *Employment Ceilings Established*

Drastic action to relieve manpower shortages is taken by Director Byrnes, who places employment ceilings on nonessential industries in 181 labor-shortage areas, giving WMC power to veto resumption of civilian production anywhere on the basis of interference with local and interregional labor recruiting efforts.

5 *Strike Leaders Arrested*

While Army takes over control of Philadelphia transit system, United States Attorney General issues warrant for arrest of four strike leaders for violation of the Smith-Connally Act.

6 *Transit Strike Ended*

Following a stern ultimatum by Major General Hayes in charge of the Philadelphia transit system, employees abandon strike and return to work.

9 *Tire Output Restricted*

Following an eight-week manpower utilization survey completed by War Manpower Commission in four tire companies in Akron, it is charged that workers' restrictions on output are responsible for a substantial part of lag in production of tires for large trucks, other vehicles and artillery. Report charges that over-all production was being restricted 15% by "the workers' self-imposed limitations" in many key departments, including tire building.

11 *President Orders Truck Seizure*

Following spreading paralysis of truck transportation in Middle West, Presi-

dent orders seizure of 103 truck companies. Dispute caused by companies' refusal to comply with order of WLB increasing wages.

14 *Coast Machine Shops Taken Over*

At President's direction, Navy Department seizes five machine shops in San Francisco area where refusal of AFL machinists' union to permit a work week longer than 48 hours has impeded production of engines for ships and landing craft.

15 *ITU Rejoins AFL*

After a four-year separation, International Typographical Union reunites with AFL, bringing into the Federation its estimated 83,500 members.

16 *Sanctions Imposed against Coast Machinists*

Backed by an Executive Order of the President, Admiral Bowen imposes definite sanctions against recalcitrant West coast machinists. These include cancellation of all occupational deferments and the immediate induction of those certified as refusing to comply with orders, denial of further employment including availability certificates, and withdrawal of all supplemental gasoline privileges.

18 *Cutbacks to Affect Aircraft Employees*

Assistant Chief of Army Air Staff states in testimony before Senate Committee that major cutbacks in aircraft production will release 100,000 workers by the first of the year and as many as 294,000 by next July.

19 *More Machine Shops Taken Over*

President orders seizure of an additional 99 machine shops in San Francisco area because of persistent refusal of union to allow more than 48 hours' work per week.

21 *Demobilization Projected*

Selective Service chief, General Hershey, estimates that between one and two million men in the Armed Services will be gradually released following victory over Germany.

22 *Workers' Security Fund Asked*

UAW (CIO) asks of General Motors a security fund equal to the fund set aside by the corporation for postwar contingencies. The union proposed that employees on the seniority list and returning veterans for whom the corporation could not provide at least 40 hours' work a week should be paid an allowance from the fund to supplement their unemployment compensation so that the two items of income would equal 40 hours' pay.

WAGE-INCREASE ANNOUNCEMENTS¹, AUGUST 1 to AUGUST 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Spencer Kellogg & Sons, Inc.	Buffalo, N. Y.	6¢-7¢/hr.	....	Certain job classifications
Kilpatrick & Sons Foundry Company	St. Louis, Mo.	5¢/hr.	....	Night-shift bonus
		6¢-9¢/hr.	39	Employees in nine classifications. Retroactive to November, 1943
Koehring Company	Milwaukee, Wis.	5¢/hr.	600	Production employees. Retroactive to January, 1944
Lerner Stores, Inc.	New York City	\$2-\$7/wk.	800	Office and warehouse jobs. Retroactive to February, 1944
Pevely Dairy Company	St. Louis, Mo.	\$2.50/wk.	500	Drivers (retail)
		\$2.65/wk.		Drivers (wholesale)
Pittsburgh Metallurgical Company	Niagara Falls, N. Y.	1¢-2¢/hr.	185	
Southern Coach Lines	Nashville, Tenn.	3¢/hr.	....	Bus drivers
Sunshine Cab Company	New York City	45¢/day	160	Drivers
University of Pennsylvania	Philadelphia, Pa.	3¢-5¢/hr.	....	Maintenance workers
Upson Company	Lockport, N. Y.	1¢-3¢/hr.	200	
Willet Motor Coach Company	St. Louis, Mo.	2½¢/hr.	....	Drivers
13 lumber companies	Buffalo and Tonawanda, N. Y.	10¢/hr.	300	Carpenters, yard laborers, millmen, and shippers

¹Includes salary-increase announcements.**23 Precedent Set in Seizing Mine**

President directs Secretary of Interior to seize and operate Pennsylvania anthracite properties in which strike exists. This constitutes first instance of direct executive action, since dispute had not been submitted to Conciliation Service or to War Labor Board.

24 AFL Announces Membership

President Green announces membership in unions affiliated with the AFL has attained the highest point in history, with a total of 6,761,935 dues-paying members as of August 1, 1944.

Navy Demobilization Plan

Secretary of Navy, speaking generally, states that the Navy would retain its men a good deal longer than the Army.

25 Foreman Union Issue Recurs

A ninth bituminous coal mine is closed over the issue of recognition of supervisory employees' union.

28 Union Finally Complies

Admiral Bowen, operating 104 seized machine shops in San Francisco, reports "full compliance" to Secretary of Navy, meaning "that in all shops that found it necessary to schedule overtime the men are working overtime."

29 Independent Unions Get Recognition

WLB announces that a further step in according to independent unions participation in the settlement of labor disputes has been taken by providing that representatives of independents may sit on tripartite committees of Regional boards in cases involving independent unions.

30 Volume of Discharges

The Army announces that since the start of the war and through June 30, 1944, 1,279,000 men have been discharged from the Army.

31 Coal Mines Seized Again

On request of WLB, President orders Department of the Interior to seize ten bituminous coal mines to prevent their closing as a result of a strike of supervisory employees organized by the UMW. Recognition of the supervisors' union is being sought.

Travel Time in Oil Industry

In the case of Thigpen vs. Gulf Refining Company, the United States District Court of the Eastern District of Louisiana ruled on July 27 that time spent in traveling by boat to and from oil drilling operations located in marsh lands and water beds is not working time and therefore does not have to be paid for under the Fair Labor Standards Act.

The boats referred to in this case are provided by the company free of charge and employees may read, play cards, etc., while riding on them. Time spent on the boats amounts to about one and one-half to two hours each day.

Vacation Savings Plan

Under conditions of the Arma Corporation's vacation plan, in effect since September, 1934, employees receive two hours' pay for each one they save. Employees authorize the company to deduct one hour's pay from each of forty successive weeks' compensation. At vacation time their savings are returned with an additional eighty hours' pay given by the company.

Payroll deductions for the vacation plan start the third week in August and cease the second week in June. Those who have been employed for less than forty weeks

at the time of their vacations are given two hours' pay for each hour they have saved.

Leaving employment, inexcusable absences and other behavior deleterious to the job at hand are considered cause to withhold vacation plan money. Then money saved is returned and no vacation pay or time is granted.

Every hourly employee of the company has taken advantage of the company's generous offer.

Management Reading

"Intercity Variations in Wage Levels," by Louis M. Solomon, Division of Wage Analysis, Bureau of Labor Statistics, *Monthly Labor Review*, August. An analysis ranking cities as to wage rates without showing actual rates paid by cities. It covers twenty-six manufacturing classifications—twenty metal-working occupations, three bakery, two janitorial occupations, and one trucking occupation; and nine nonmanufacturing—two paying and receiving tellers, three laundry occupations, two elevator operators, one female file clerk and one female switchboard operator. The relative wage levels are compared for thirty-one large urban areas centering in cities with populations of 250,000 or more.

"Is Management Failing to Sell its Postwar Plans to Labor?" by Edward T. Parrack, Assistant to the President, Ketchum, MacLeod and Grove, Inc., *Pittsburgh, Sales Management*, September. This timely article reveals the need for better labor relations by industrial management. Oftentimes a company will concentrate on a public relations program to sell its product to the consumers, but will ignore the need to sell itself to its employees in as intelligent a fashion as it sells its product.

"Are We Prepared for Unemployment?" by Matthew Woll, Chairman, AFL Postwar Planning Committee, *American Federationist*, August. Mr. Woll writes about the upgrading of wages during the war, wartime technological

improvements, "5 or 6 million excess workers" and policies that should be established by government, labor and industry. Mr. Woll raises the question of providing security for industry so that there can be full employment at adequate wages.

"How Much Help Will Veterans Really Need?" by Donn Layne, *Nation's Business*, August. An analysis of the "GI Bill of Rights" and figures relating to the number of veterans who "won't seek jobs." It is estimated that "2,200,000 will seek education, 2,050,000 will become self-employed or enter business, 1,200,000 will have assured jobs awaiting them, and 200,000 will go back to family enterprises." Although each veteran who cannot get a job will be able to draw \$20.00 a week for unemployment compensation for a maximum of

fifty-two weeks in the first two years of discharge, the author states that "it is more than likely that there will be no need to resort to his unemployment benefits."

"The Employment of Negroes in United States War Industries," by Robert C. Weaver, Executive Director, Mayor's Committee on Race Relations, Chicago, *International Labour Review*, August. Occupational trends among Negro workers and the extent to which the Negro has found a place on the production line are covered in this article. "Once a Negro achieves a place in an occupation he usually stays in it," according to the author, who states that "the greatest impetus to his elimination from traditional types of work has been technological change." The attitude of American unions toward the Negro worker is

analyzed. Mr. Weaver finds that "union support is extremely helpful in opening new types of employment to Negroes during booms." Many unions, however, follow the social pattern of their community when handling the Negro problem.

The writer indicates that with the coming of the postwar period Negro workers will be displaced because of lack of seniority and the possibility of a surplus labor market. Thus the fate of the Negro worker "is intimately associated with that of all labor." Nevertheless, the fact remains that industry has had work stoppages and unnecessary strikes as a result of antipathy between white and colored workers on the production line and anyone reading the Negro press can sense a growing resentment by Negroes against segregation by certain unions or communities.

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